

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



## The "Original 4-Year Degree"

**1941 - 2005**

**64 Years of Registered Apprenticeship in Washington State**

Web Site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

**Presented to the Director of the  
Department of Labor and Industries**

April 2006

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Gary Weeks, Director  
Department of Labor and Industries  
PO Box 44001  
Olympia, Washington 98504-4001

Dear Mr. Weeks:

I am pleased to submit the 2005 Annual Report on behalf of the Washington State Apprenticeship & Training Council (WSATC).

Apprenticeship benefits workers, businesses, and the economy. It isn't just for construction workers anymore. Programs have continued to expand in the past ten years in Washington, with 12,593 active apprentices in 2005 compared to 11,436 in 1995. Apprentices "earn as they learn" in more than 600 occupations ranging from traditional construction trades such as plumbers and electricians to childcare, dispensing opticians and magnetic resonance imaging.

One of the key reasons why apprenticeship works so well is the significant investment by employers and organizations that choose to sponsor an apprenticeship. In a recent survey covering about 15 percent of apprenticeship programs in Washington, business investment in only those 37 programs was more than \$21 million a year for apprentice wages, training, and equipment. The state investment for Apprenticeship is only 1/12th of 1 percent of the Workforce Development System budget.

Individuals can find a rewarding career through apprenticeship. According to the Workforce Training Results 2004, the median wage for all apprenticeship program participants in Washington is \$31,380 per year and those completing their journey-level certificate earn a median wage of \$45,789 per year.

Apprenticeship by the numbers

- Over 44,000 Training Agents (Over 6000 Employers) who provide paid on-the-job training and assure skill competencies
- 261 Standards of Apprenticeship with specified qualifications, selection, and wage progression.
- Over 600 Occupations
- 12,593 Apprentices contributing to the economy because they earn as they learn

The upcoming year has challenges for our state and our nation. We look forward to providing guidance and support in meeting those challenges. Some of the goals for 2006 are to find better methods to incorporate pre-apprenticeship programs with existing programs, to expand apprenticeship opportunities for apprentices and the program sponsors, to improve apprentice retention, and apprentice graduation rates, examine best practices for apprenticeship programs around the country and the world, and continue to advocate for apprenticeship programs that build the apprenticeship systems.

One other very important goal for the Council in 2006 is increasing the recruitment and retention of women and minorities within the Apprenticeship program.

Sincerely,

Melinda Nichols, Chair  
Washington State Apprenticeship and Training Council

# COUNCIL MEMBERS

## **Employer Members**

Melinda Nichols (Chair)  
Reginald Kaiser (October 2002 - July 2005)  
Dave D'Hondt  
Pat Toulou (Effective July 2005)

## **Public Member**

Susan W. Crane

## **Employee Members**

Lawrence Crow (Vice-Chair)  
Al Link  
David Johnson

## **Ex Officio Members**

Ellen O'Brien Saunders, Executive Director  
Washington State Workforce Training & Education  
Coordinating Board  
Karen T. Lee, Commissioner  
Employment Security Department  
Charlie Earl, Executive Director  
Washington State Board for Community &  
Technical Colleges  
Anne Wetmore, Washington State Director  
US Department of Labor, Office of ATELS

## **APPRENTICESHIP PROGRAM STAFF**

- |  |                 |
|--|-----------------|
| • Secretary to the Council                               | Patrick Woods   |
| • Apprenticeship Program Manager                         | Nancy J. Mason  |
| • Apprenticeship Coordinator 2                           | Karen Carter    |
|  | Ardis Benson    |
|  | (Effective -    |
|  | December 27,    |
|  | 2005            |
| • Recording Secretary                                    | Su Anne Pettit  |
| • Assigned Assistant Attorney General for the Council    | Leslie Johnson  |
| • Assigned Assistant Attorney General for the Department | Suchi Sharma    |
| • Central Office Staff                                   | Michael Thurman |
|  | Nhung Nguyen    |
|  | Shawna Benitez  |

## **LABOR AND INDUSTRIES' APPRENTICESHIP CONSULTANTS**

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Bill Chrisman
Region 2 - King County	Sandra Husband Todd Snider
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, Klickitat, and Skamania counties	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, Lewis, and Pacific counties	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Benton, Franklin, Walla Walla, and Columbia counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Garfield, Asotin and Whitman counties	Evie Lawry

# **MISSION**

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, government, and education.

# **VISION**

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

# **VALUES**

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

# APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeship programs are a proven success in Washington offering key benefits not normally found in other education and job-training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprentices prepare for work in more than 100 occupations across the state, earning while they learn skills that lead to a lifetime career.

More than six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered jointly by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.
- ❸ A high ratio of apprentices that are retained and graduate is a key indicator of a strong and successful program.

"Plant" apprenticeship programs are developed for a specific occupation at a particular employer's work site.

# KEY EVENTS IN 2005

**In 2005, the following programs/occupations were approved by the WSATC.**

Elmhurst Apprenticeship Committee	Line Electrician	New Committee
Western Masonry Apprenticeship Committee	Bricklayer	New Committee
Home Care Quality Authority/Service Employees Int'l Union, Local 775	Individual In-Home Care Worker	New Committee
Northwest Independent Contractors Association Apprenticeship Committee	Carpet, Linoleum and Soft Floor Layer	New Committee
Glaziers, Architectural Metal & Glassworkers Residential Apprenticeship Committee	Residential Glazier	New Committee
Puget Sound Energy/UA Local 32 Gas Operations Apprenticeship Committee	Heating & Ventilation Technician (Natural Gas Only)	New Committee
Franklin P.U.D. - Local 77 IBEW Apprenticeship Committee	Meterman	New Occupation
I.E.C. of Washington Apprenticeship and Training Committee	Limited Energy/Sound & Communication Electrician	New Occupation
Seattle Machinists Apprenticeship Committee	Gear Machinist	New Occupation
I.E.C. of Washington Apprenticeship and Training Committee	Residential Electrician	New Occupation
South Puget Sound Carpenters Joint Apprenticeship and Training Committee	Shipwright	New Occupation
Hampton Lumber Mills Washington Operations - Darrington	Industrial Maintenance Millwright	New Program
Hampton Lumber Mills Washington Operations - Morton	Industrial Maintenance Millwright	New Program
Hampton Lumber Mills Washington Operations - Randle	Industrial Maintenance Millwright	New Program
Northwest Independent Contractors Association Apprenticeship Committee	Carpet, Linoleum and Soft Tile Layer	New Program
City of Ridgefield, City Hall	Administrative Assistant	New Standards
City of Ridgefield Public Works Department	Public Utilities Maintenance Worker	New Standards

Glaziers, Architectural Metal and Glassworkers Residential Apprenticeship Committee	Residential Glazier	New Standards
Washington State University Extension Port Angeles 4-H Apprenticeship Training Program	Youth Development Practitioner	New Standards
Washington State University Extension Pullman 4-H Apprenticeship Training Program	Youth Development Practitioner	New Standards
Washington State University Extension Puyallup 4-H Apprenticeship Training Program	Youth Development Practitioner	New Standards

### **2004 Equal Employment Opportunity/Compliance Reviews (EEO/CR)**

Labor and Industries (L&I) Apprenticeship Consultants conducted the 2004 Equal Employment Opportunity/Compliance Reviews. As of December 31, 2005, **215** reviews have been received at Central Office. There are **222** programs on the to-be-reviewed list not including the Oregon based programs.

### **New Apprenticeship Consultant 3:**

Ardis Benson joined the Apprenticeship Section on December 27, 2005 on a 179 day temporary placement for Karen Carter's position as Karen is retiring in February 2006.

### **Temporary Help at Central Office:**

Special thanks is given to Janice Stavee, who was on a temporary rotation assignment in the Apprenticeship Office from February 14 - March 31, 2005. She filled in for Shawna Benitez who was out on extended leave. She did a great job of learning the Apprenticeship Registration and Tracking System (ARTS) in a short time and was of great assistance in working with Form 21's and the Related Supplemental/On-the-Job Training (RSI/OJT) hours.

### **Governor Gregoire signs Apprenticeship Utilization Bill:**

**(Source: The Olympian Newspaper, February 25, 2005, Brad Shannon)**

The new governor's first bill to be signed is in support of apprenticeship.



Nancy Mason, Apprenticeship Program Manager, and other officials, at the signing of the Apprenticeship Utilization Bill.

**Excerpts from article:** For Gregoire, in office just over six weeks, the signing of a bill to assist apprenticeships in the construction trades was a milestone that made the reality of being governor of Washington a bit more real, she said.

"The inauguration was one thing," Gregoire said after the signing of Senate Bill 5097, setting requirements for apprenticeship hiring on public works projects.

"But to sign a bill is a whole different (thing). It means I'm going to call my girls."



And, Gregoire added, she would tell her college-age daughters that the first two bills she signed had to do with education or giving better opportunities for youths. The second bill, Senate Bill 5151, authorized the transfer of Tacoma-area parks property to The Salvation Army for creation of a recreation complex for youths.

The importance of the two bills was open for debate -- given the state's problems with health care, possible budget cuts and jobs.

But Gregoire's action on apprenticeships drew praise from the Washington State Labor Council and the state building and trades council -- as well as recently discharged soldier James Mertel of Lacey, who served in the Stryker Brigade at Fort Lewis and now is gearing up for a career as a heavy equipment operator or operating engineer.

"It's my next career for the rest of my life," Mertel, who is married with a child, said of his hope of starting an apprenticeship soon. "So it's definitely a big deal."

But Republican lawmakers like Rep. Cary Condotta of East Wenatchee were skeptical. An executive order several years ago from former Gov. Gary Locke required a similar 15 percent set-aside of project hours for apprenticeships, yet it failed to lead to an increase in actual apprenticeship programs, Condotta said. Most apprenticeships went to union companies, squeezing out nonunion employers, he added.

There are about 12,000 apprentices in training programs in 15 different crafts in Washington -- from steelworkers to pipefitters, carpenters, electricians and operating engineers, said Randy Loomans of the Washington State Labor Council. Pay averages \$50,000 a year for those who become journey-level craftspeople, and they earn enough that they do not become burdens to the state, she said.

Nationwide, there is a need for about 185,000 more craftsmen each year, said Dave Johnson of the state building trades council.

#### **Employment Security Department re-directs their Apprenticeship Web Site:**

Employment Services Department (ESD) redirected their Apprentices web site link to the L&I "How To Become An Apprentice" web page.

The link is as follows:

<http://APPRENTICESHIP.WA.GOV>

The ESD web site was originally created several years ago before L&I had the capability to put the apprenticeship information on-line. The site had about 20-30 of the over 200 apprenticeship programs listed on it and allowed for individuals to request information about a program via email to the program.

#### **INTERNET Link for ARTS:**

A link for the **Apprenticeship Registration and Tracking System (ARTS)** public web site was created in March 2005. The link takes you to the home page for the ARTS application.

The link is as follows:

<http://www.ARTS.LNI.wa.gov>

The public web site is an extension of the ARTS database and allows for the information on apprentices, programs, and employers to be viewed by anyone. The data on the system is real-time and as soon as data is entered into ARTS, it is available on the public web site.

**Grant Training Class:**

On January 18, 2005, Heather Fredricks and Beth Arman conducted a Basic Grant Writing workshop for approximately 54 individuals. The workshop was designed to give individuals basic knowledge of grant writing and sources of additional help if needed. The class was well received and there were several requests for the handouts from class and the possibility of a class in Eastern Washington. As a result, an additional class was held on October 18, 2005 in Spokane, Washington. About 13-20 individuals attended the Spokane training class.

**GAO Study of Labor's Apprenticeship in the Construction Trades:**

On March 22 -23, 2005, Scott Heacock, Robert J. Aiken, and Kathleen D. White; from the Government Accountability Office (GAO) visited to do a study of apprenticeship training programs in the construction industry, which has been mandated by Congress. A major part of this study was to look at the extent and usefulness of federal and state oversight of apprenticeship programs. Another part was to look at the demographics (i.e., completions, cancellations, durations, and wage rates) of apprentices in joint and non-joint programs in the construction industry.

The individuals visited our office and several programs to get a better understanding of the organization and structure of programs and how we monitor and oversee them. They also wanted to obtain our views about potential differences in joint vs. non-joint programs, use of Workforce Investment Act funds to support "new"/"established" apprenticeships, and our staffing levels. Finally, they interviewed several of your apprenticeship training representatives about their role and experiences with monitoring programs.

**Helmets to Hardhats Direct Entry:**

On May 2, 2005, the Governor signed the **Helmets to Hardhats Direct Entry policy** that the council adopted on January 21, 2005, in the Governor's Office. We wish to thank Dave Johnson for making this arrangement with the Governor's office. Major General Matthew Caulfield, Executive Director for the Helmets to Hardhats program, was also on hand at the signing.

**Nancy Mason, Apprenticeship** Program Manager and Bill Chrisman, L&I Apprenticeship Consultant attended a Construction Industry Training Council (CITC) graduation on June 17, 2005.



## **New Apprenticeship Consultant (AC) Monthly Activity Reports (MAR)**

Beginning with the July 2005 AC MAR, the MAR format was changed and the report results were made available on the INTRANET.

<http://scsd.inside.lni.wa.gov/apprenticeship/MARinfo.htm>

Additionally, master copies of the MAR forms for each AC are available for their use on the Intranet site and can be updated with new programs/committees as needed.

## **Career Videos**

America's Career InfoNet, <http://www.acinet.org> now has Career Videos which may be viewed using either Windows Media or RealOne Player and in English or Spanish! There are nearly 450 videos of people at work in various occupations showing the kind of work involved and providing the typical educational background. There is also a video explaining what Registered Apprenticeship is! Each video runs approximately 2 to 3 minutes, check them out at:

[http://www.acinet.org/acinet/videos\\_by\\_occupation.asp?id=27,&nodeid=28](http://www.acinet.org/acinet/videos_by_occupation.asp?id=27,&nodeid=28)

## **Apprenticeship Registration and Tracking System (ARTS) On-line update:**

A request to begin the process of allowing external access to ARTS data by registered programs was submitted. If the request is approved, this will require a major re-write of the system but will allow direct, secure, access to data by the programs and would allow programs to enter and update data on their apprentices and receive reports as needed. This was one of original goals when we began the process of updating ARTS.

Some of the updates to the system include:

- New "Programs by County" request format and new results format. Results will be format by Occupation. This makes the report longer but easier to read.
- Adding a "received date" to the annual wage.
- OJT hours and RSI hours reports.
- Revised apprentice cards (SSN's are no longer on the cards).
- New Journeyman cards

We continue to work on updating the data in the system to ensure accuracy of the data. We appreciate being informed of any inaccurate data so that we can

get it corrected as soon as possible. Most corrections to data can be done by sending us an email asking for the information to be corrected.

**New position: Apprenticeship Development Manager:**

Recruitment has begun for a new position in the Apprenticeship Section and the individual hired will work directly for the Apprenticeship Program Manager.

Link to the actual announcement:

<http://www.lni.wa.gov/main/findajob/bulletins/26340415310040594.asp>

The principle responsibilities are expected to be as follows:

In collaboration with the Washington State Apprenticeship and Training Council and the Agency's Apprenticeship Program this position develops and coordinates public information strategies for apprenticeship activities.

The Apprenticeship Development Manager will be accountable in the following respects:

Market, promote, and encourage the use of the apprenticeship training model to employers, governmental agencies, community based organizations, educational institutions, veteran programs, businesses, and the general public (future apprentices). Responsibilities include development and implementation of plans and strategies to achieve highly effective outreach, education, and communication relating to apprenticeship. These efforts include making arrangements and coordinating resources for all statewide apprenticeship outreach activities. Major decision making responsibilities brought to this position require the ability to analyze the priorities and needs in order to implement the appropriate means to effectively manage apprenticeship outreach.

Qualifications of successful candidate for this position are expected to include:

Experience and working knowledge of workforce development initiatives and systems. Bachelor's degree in marketing, communications or related field.

*Knowledge of:*

- Outreach and marketing principles and strategies;
- Workforce development strategies and initiatives;
- A general understanding of the workforce development system in the State of Washington, including the apprenticeship training model.

*Skills and Abilities to:*

- Develop and present information to individuals and various sized groups using PowerPoint;
- Serve on committees and boards in a manner which facilitates the development of effective partnerships and relationships;
- Provide training to various audiences in a variety of forums;
- Research and assess labor market data;
- Coordinate and facilitate outreach events and informational symposiums;
- Effectively communicate with a diverse range of individuals.

# APPRENTICESHIP PROGRAM ACTIVITIES IN 2005

## **Apprenticeship — one of many ways L&I touches lives**

Source: Director Gary Weeks' weekly message to Labor and Industries' employees.  
October 28, 2005

One of the things that has impressed me about L&I is the breadth and scope of our programs and the impact they have on individuals in all walks of life.

We partner with employers to provide safe workplaces. When injuries occur, we limit economic hardship. We provide assistance to crime victims. We keep people safe on elevators and around boilers. We protect consumers from problems with electricians, plumbers and contractors.

And, we help people get the training and education they need through our Apprenticeship Program to become productive, skilled workers in hundreds of fields — carpentry, bricklaying, automotive, child care, health care and computer programming, to name just a few. State Workforce Board surveys show that apprenticeship is the state's most effective training program: 93 percent of those who complete an apprenticeship are hired into permanent jobs, with a median wage of about \$46,000 a year.

What particularly excites me about apprenticeship is the entry point it gives to people who might otherwise not have an opportunity. Just think, for instance, about women who today have living-wage jobs in fields such as electrical, sheet metal, carpentry or plumbing who, without apprenticeship, might have run into closed doors.

And for those young people who, for one reason or another, don't go on to higher education, apprenticeship truly has been another avenue to a good job. As those dedicated folks in our program note, apprenticeship is "the original four-year degree."

While apprenticeship serves individuals' needs, it also supplies a trained and skilled workforce in fields where qualified workers may be scarce. Just this week, the *Seattle Daily Journal of Commerce* reported on a study that found that there may not be enough skilled workers to build all the construction projects planned in Snohomish County in the next few years.

Retirements in the baby boomer generation will be creating labor shortages that apprentices will be qualified to fill as they combine classroom learning with on-the-job training. Having skilled, motivated workers is critical to the success of any business. It's also important to state agencies, including ours. We, too, face the possibility of worker shortages in the future, and we are using apprenticeship as one strategy to help fill that gap.

At the moment, we have apprentice programs at L&I for Workers' Compensation Adjudicators, Industrial Relations Agents and Field Auditors. I hope to see even more apprenticeship opportunities here at L&I as part of our effort to recruit and retain an excellent workforce.

On a broader scale, I'd also like to see more connections made between apprenticeship and education. For instance, perhaps an apprenticeship-training program could also become an avenue to getting a GED. Perhaps there are also connections to make with our vocational rehabilitation program, using apprenticeships to provide the necessary vocational retraining.

The Governor sees apprenticeship as a vital program that brings business and labor together in partnership, trains skilled workers, contributes to the economic vitality of the state and gives young people completing the K-12 education system an opportunity for challenging, family-wage jobs.

I agree with her assessment and am proud to have apprenticeship as one of the many programs we manage and nurture at L&I.

### **Learning on the job - Pilot program offers apprenticeships for cosmetologists and beauticians**

Source: Rolf Boone, THE OLYMPIAN Newspaper, October 29, 2005

OLYMPIA -- Beauty may be in the eye of the beholder. But it also could soon be in the hands of a new wave of cosmetologists, manicurists, estheticians and barbers who have taken part in a program that allows them to work toward an industry license through paid, on-the-job training.

The next step could be an attempt to make the program permanent, said salon owner Dennis Jensen.



Photo by: Steven M. Herppich/The Olympian  
Jamie Valentine works on Mindy Inzer's hair at Salon Fifth Avenue. Valentine recently received her cosmetology license through the apprentice pilot program run in the salon. She and Miriam Run, a manicurist who will receive her license next month, are among 28 people participating in the program.

### **By the numbers**

- 1: Number of Olympia salons
- 2: Number of students graduating from the program in Olympia
- 13: Number of participating salons statewide
- 28: Number of students in the pilot apprentice program statewide

Jensen, the owner of Salon Fifth Avenue in downtown Olympia, is one of 13 salons in the state participating in a pilot apprentice program passed by the state Legislature two years ago.

Oversight of the program has been shared by the state Department of Licensing and the state Department of Labor and Industries. The pilot program expires in June 2006, but before then, Jensen hopes it will become law. "This is a way for us to raise the bar in the industry and find people with a true passion for what they do," he said.

Though a bill has yet to be introduced, state Sen. Mary Margaret Haugen, D-Camano Island, has agreed to sponsor the bill in the upcoming January Legislature session. Jensen believes the bill has a good chance of passing because the state Senate voted 49 to 0 in favor of the pilot program in 2003.

Jensen also will produce two of the first graduates to try the 18-month program -- cosmetologist Jamie Valentine, who received her license last week, and Miriam Run, a manicurist who will receive her license next month.

Valentine and Run are among 28 students taking part in the program. From the beginning, the impetus behind the pilot program was to give students a chance to earn a living and receive training in lieu of having to pay a beauty school -- costs that can sometimes range between \$6,000 and \$12,000 for tuition, Jensen estimated.

Beauty school owner Cindi Cooper has mixed feelings about the apprentice program. Cooper, who owns Eastside Beauty and Barber College in Lacey and a second school in Shelton, said while students benefit from being paid, she was unhappy with mid-stream changes to the current pilot program.

Originally, the pilot program required classroom instruction to be only at South Seattle Community College. Later, the Department of Licensing changed the requirement so that students can take instruction at a location other than a licensed school. "It's not fair that I have to teach here, but they can teach anywhere else," she said about salons participating in the program.

Zondra Espinosa, who manages Cooper's Lacey-based beauty school, said she expects no impact if a law is passed. She doubts many salons will be willing to expand their payroll to pay students. "I don't see the salons paying someone a lot of money to be their gopher," she said.

Under the current pilot apprentice program, cosmetologists, for example, receive 3,000 hours of training and are paid an hourly wage that climbs from \$7.80 to \$10.80 to complete the course. They also receive health benefits and contribute to training expenses by paying 40 cents, 80 cents and finally \$1 an hour during the 3,000-hour training period.

Jensen said participating salons pay 20 cents an hour toward training expenses. Those expenses -- wages, health care and training costs -- might have had an effect on the number of salons that participated in the program. Initially, 20 salons signed up and then that number dropped to 13, Jensen said.



"To put that into perspective, pilot programs change all the time," he said.  
"People jumped into it right from the beginning thinking it would mean cheap labor."

If the apprentice program doesn't become law, students will be allowed to finish their coursework, but the program would effectively end after June 2006, Jensen said.

### **Western Washington Sheet Metal JATC - Sprinkler Park Metal Roofing Volunteer Project**

Source: Jody Robbins, Education Coordinator, December 14, 2005

Western Washington Sheet Metal JATC apprentices and Local 66 journeymen are combining their knowledge and skills to provide a valuable community service and much needed architectural training to apprentices.

The Pierce County Parks and Recreation department is working with a group of local volunteers in Spanaway, Washington to build what is expected to be the premier Skateboarding Park in the Northwestern United States. John Ortgeisen, the project Landscape Architect, contacted the JATC looking for volunteer help on the project. Specifically, he was looking for expertise in metal roofing.

The project includes several small shade structures that were being built by carpenter volunteers. The shade structures presented an opportunity to teach apprentices how to lay-out and install a complete roof system. John also needed some guidance on where to get the material in rather short order to keep the project running on schedule. Mark Reda, architectural sheet metal instructor for the JATC, was able to put John in touch with Architectural Sheet Metal, a Local 66 contractor.

Architectural Sheet Metal was contracted to provide all of the roof panels and flashing needed for the job. Mark Reda, over the course of several Saturday classes, taught apprentices and journeymen of Local 66 how to properly install metal roof systems. This project is a win, win for the JATC and the local Union.

Local 66 members get real world application for architectural instruction and the Union and its' apprenticeship training efforts receive much needed community exposure.

A special thanks Mark Reda and all apprentices and journeymen who have contributed to this volunteer effort.





Robert Pasquale, 4th year apprentice, awaits roof panels from the ground crew



One of six small shade structures completed by apprentice and journey volunteers



Architectural instructor, Mark Reda, shows apprentice Jeremy Lowrey proper notching procedures

## THE APPRENTICE

Source: By Shane Cleveland, Staff Reporter, Vancouver Business Journal, Friday, 14 October 2005

### Ridgefield strengthens its employee base with apprenticeship programs

There are no boardroom showdowns – no "You're fired!" – in this apprentice program. And while participants shouldn't expect fifteen minutes of fame and a six-digit salary, two years of on-the-job-training leads to a guaranteed family-wage-paying job with the city of Ridgefield.

Ridgefield recently began two city-employee apprenticeship programs to ensure a qualified workforce for this growing city. The apprentice positions include public utilities maintenance workers in the Public Works Department and administrative assistants at City Hall.



The Esther Short Streetscape project was the first to use Vancouver's Apprentice Utilization Program. Hillsboro, Ore.-based Roger Langeliers Construction Co., a concrete subcontractor for the project, shown here in May, contributed many of the apprentice hours. Apprentices accounted for 10 percent of the total hours worked on the now completed project.

The city's public works department began exploring the idea of an apprenticeship program in spring 2004. The city developed the program with the help of Teamsters Local 58 and the Washington Department of Labor and Industries. The programs were approved by the Washington State Apprenticeship and Training Council at their July meeting.

"The city of Ridgefield is growing quickly," said Justin Clary, public works director. "And to meet the needs of maintaining a nice city to live in, we need to grow the public works department. One way to grow it is through an apprenticeship program."

Ridgefield's sponsored apprenticeship programs require 4,000 hours of on-the-job training, equal to about two years, plus 288 hours of classroom instruction. Once completed, the apprentices become certified and awarded journey-level status by the state. Apprenticeship programs are approved by the Washington State Apprenticeship and Training Council and the Department of Labor and Industries provides oversight and compliance reviews for the programs.

Ridgefield's programs were independently designed according to needs determined by the city.

Public works apprentices must meet qualifications set by the departments of health and ecology and receive specific training relating to wastewater treatment, water systems and other maintenance and utilities functions. Classes at Green River Community College and correspondence courses through California State University supplement the field training.

Likewise, the administrative assistant will develop skills through training in general office procedures and duties and city operations. Coursework through the International Institute of Municipal Clerks and Clark College will fulfill educational requirements.

Candidates must be 18-years of age and have a high school diploma or equivalent.

Ridgefield recruited current employees as the first apprentices for each program. Julie Kozhemyakin, a 2005 Heritage High School graduate, was working as an intern in Ridgefield through the Clark County Skills Center Office Applications program. Kay Kammer, director of communications and administration, realized developing the apprentice program was the perfect way to retain Kozhemyakin while providing her with a career opportunity.

"It helps not only the city to achieve its goals, but it helps the apprentice achieve theirs," said Kammer.

Krystal Reed, a 2001 Camas High School graduate, had worked full-time as a public works employee since May 2004 in an informal training capacity. Reed and Kozhemyakin received credit for work hours completed toward completion of their apprenticeships.

Apprentices receive pay based on a percentage of wages paid to fully-qualified workers. They receive 55 percent of "journey wage" pay for the first 1000 hours of training, which increase by 10 percent with each 1000 hours. Upon completion, Ridgefield's apprentices are scheduled to earn between \$36,000 and \$38,000 for both positions. Apprentices are also eligible for healthcare and other benefits.

The apprentices are promised full-time positions upon completion of the program. And aside from developing a qualified workforce for the future, immediate financial benefits are realized for Ridgefield. The city saves on reduced wages paid during the time of the apprenticeship and receives a 50 percent tuition waiver for courses taken by apprentices at in-state institutions.

"It seemed liked a good way that the state can assist the city in developing employees for the city," said Clary.

As the city grows, so will its staffing needs, said Clary, and with a large number of senior-level employees, he is looking to train entry-level workers to take over as they retire. Clary expects to maintain the apprenticeship as a perennial program. However, the city's administrative needs likely do not justify having an apprenticeship at all times, said Kammer.

Overall, apprentice programs are on the rise, said Ed Madden, Southwest Washington apprenticeship coordinator for the Department of Labor and Industries. In 1964, the state had 3,800 apprentices; in 1980, 10,000; and in 2005, more than 13,000. In Washington, there are 609 occupations sponsored by 247 organizations providing apprenticeships.

"More industries and more employers are realizing the benefits of having their own training and tailoring it to meet their needs," said Madden.

The most popular apprenticeships are in the electrical and plumbing trades. Those seeking apprenticeships are attracted by the occupation-specific training

and receiving an income versus paying tuition, said Madden. Additionally, an apprenticeship allows workers to know what a job requires right away, which also results in a high cancellation rate among apprentices, said Madden.

"In an apprenticeship, you find out in your first week if you like the job," he said.

Madden expects the number of apprenticeships to continue to increase. But the expansion or access to apprenticeships hinges on how many employers are willing to sponsor apprenticeship programs, said Madden.

### **CITY OF VANCOUVER PUSHES FOR USE OF APPRENTICES**

Source: Vancouver Business Journal, Written by Administrator, Friday, 14 October 2005

#### **Savings offered to contractors utilizing apprentices for public works projects**

In an effort to promote the development of a qualified workforce for the future, Vancouver created a pilot program encouraging the use of apprentices for its public works projects. The city began the pilot program in September 2004, which encourages contractors awarded public works construction projects estimated to cost at least \$500,000 to use workers enrolled in approved apprenticeship training programs for up to 15 percent of labor hours.

"It's an opportunity to help create a trained workforce for future construction projects," said Julianna Csonaki, Vancouver procurement services manager.

Minimum requirements are determined on a per-project basis. The city offers contractors \$3 per labor hour performed by apprentices up to the maximum goal.

Originally scheduled to last one year, the pilot program has been extended indefinitely to allow several projects in the pipeline to be completed. The Esther Short Streetscape project is the only completed project to utilize the program thus far. The city requested the contractor use apprentices for 4 percent of the total hours. Hours worked by apprentices accounted for 10 percent of the total hours, or 1,347 hours. Contractors not meeting the minimum established requirement are penalized \$1 for each unmet labor hour.

Csonaki said it was hard to measure the success of the program against one project, however, she said she has been pleased with the results.

### **Western Washington Cement Masons to attend the Operative Plasterers and Cement Mason International Competition in Las Vegas, Nevada**

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

The Western Washington Cement Masons sent apprentices Charlie Burns and Chris Ochs to the Operative Plasterers and Cement Masons International Competition at the World of Concrete in Las Vegas, January 18-19, 2006. They will have practiced six days of their own time for this event, with volunteer guidance by Cement Mason instructors. They will compete against other apprentices across the United State and Canada. An estimated 100,000 people will attend the World of Concrete.

### **Special Thanks by Western Washington Cement Masons**

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

The Western Washington Cement Masons would like to thank the Pacific Northwest Iron Workers Apprenticeship for building them some awesome lumber and tool racks, and the Boilermaker Apprenticeship for stake storage transporters. These items will be a terrific upgrade and help during the two moves the Cement Masons will make in the near future. It is great to be a part of this family of apprenticeships.

### **Increased Safety at the South Seattle Community College (SSCC) Duwamish Campus**

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

Apprenticeship is working together for Safety at the SSCC Duwamish campus. By pooling their talents and resources, they have built \$40,000 worth of hands-on props that will be used by all the programs. A special thanks to the Iron Workers, Operating Engineers, Boilermakers, Glaziers, Brick Masons, Sprinkler Fitters, Carpenters, Plasterers, Electricians, SVI Multiple Trades, CPWR, Renton Technical College, Scarcella Construction and Cement Masons who are, through cooperation, off to a good start in creating a state-of-the-art Safety Center.

### **Inland Empire Electrical Training Trust Apprentices part of the ABC Network "Extreme Makeover" show**

Source: Kevin Managhan, Training Director, Inland Empire Electrical Training Trust

On November 12, 2005, a project began that brought numerous businesses, community groups, and thousands of area residents together. ABC Networks "Extreme Makeover, Home Edition" chose the Hebert family of Sandpoint Idaho as recipients of a new home. If you have not seen the show, a home is built or completely remodeled in one week. In the case of the Heberts, the existing home was demolished and a new home built on the site.

The logistics of the project are phenomenal and the progress is filmed and documented. Sandpoint Idaho is about 85 miles northeast of Spokane in the Idaho Panhandle and is the home of Switzer Mountain Ski resort and Pend Oreille (Pondarray) Lake.

Fogg Electric, a new training agent for Inland Empire Electrical Training Trust contacted the training director about participating in the project.

Fogg Electric was one of 4 electrical contractors involved in the home building. Coleen Buckham, the JATC instructor along with eight first year apprentices volunteered to help. On Wednesday November 16th at 6:00 p.m., approximately 57 electricians and apprentices roughin wired the 4000 sq.ft. home in 4.5 hours. In all there were about a hundred people working in the home at that time. As you can see in the pictures, this home is beautifully designed and constructed and the apprentices are proud to have participated in such a worthy cause.

We were told that this episode of the program may be aired in January 2006.



Remodel Hebert family home



**Front Row (left to right)** - Coleen Buckham, Josh Kelly, Chris Collett, Damen Hess

**Back Row (l-r)** - Gordon Hemphill, Lance Speirs, Bryan Lopes, Matthew Olson, William "Bill" Egbert,

**Pre-Apprenticeship program instituted by Spokane Public Schools, Spokane Skill Center and the Inland Northwest Apprenticeship and Coordinators Council (INACC), Spokane Chapter**

Source: Kevin Managhan, Training Director, Inland Empire Electrical Training Trust  
Kevin

Success is measurable in various ways in the public education system and maintaining a successful education program requires participation and accountability from all the persons and parties involved. The Pre-Apprenticeship program instituted by Spokane Public Schools, Spokane Skill Center and the Inland Northwest Apprenticeship and Coordinators Council (INACC), Spokane Chapter is making the grade for students in the Greater Spokane area. The interest of students and teachers, school administrators, parents and the construction industry of the area has proved that this program has great potential for providing meaningful career options in construction.

The program began last year after long negotiations with Spokane Public Schools, the Spokane Alliance and numerous construction associations and most of the apprenticeship programs in the area. The Board of Spokane Public Schools adopted a 15% Apprentice Utilization goal on all of the upcoming district construction projects through 2009. This amounts to \$165 Million dollars of new and remodel construction. In turn, the apprenticeship programs will provide



direct entry slots into their programs for graduates of the pre-apprenticeship program, one slot for every \$5 Million dollars of construction costs, a potential of 33 career opportunities guaranteed to Spokane students on Spokane Schools projects.

Four direct entry opportunities were provided to a pool of 17 graduates of the class of 2005 but more impressive is that all 17 students were selected for career positions in the construction industries, largely due to participation and graduation from the program.

The Pre-Apprenticeship program has goals and requirements from students that rival those of higher education institutions. Each student must have exceptional attendance, minimum of 2.0 GPA, numerous construction related classes and participate in job shadow opportunities. Also, each student will be required to pass the WASL as it becomes instituted in the school system. All of these requirements must be met along with the minimum requirements of the apprenticeship program the student has selected. A primary goal of the program is for each student to have some knowledge of the different career fields/ trades and make an informed decision on their future careers.

As a measure of success, the program has 67 applications this year so far. Only junior and senior students can apply but much interest has been seen from students in the earlier class years. The number of direct entry openings for the 2006 graduates has not been determined as yet but the potential is 8 or more and if the economy of the area maintains, possible career opportunities may be available for all of the 2006 graduates. The greatest success of this program is providing excellent career opportunities with family wages and benefits at no greater cost to the taxpayers of Spokane than the original construction costs and may even provide cost savings to the projects.

### **Cleveland High School - "Pizza, Pop & Power Tools" Event – New Pre-Apprenticeship Program**

By: Carol O'Neill Community Outreach Volunteer Washington Women in Trades & Local 699 Office Staff



The kick-off event for Cleveland High School's NEW pre-apprenticeship program, which starts spring quarter, was a big hit with the 70 students and the teachers alike.

We appreciate the participation of the Ironworkers, Laborers, Operating Engineers, Sprinkler Fitters and Sound Transit in the Cleveland High School kick-off event on Friday, December 2, 2005. It was a great opportunity for the

students to hear the combination of speakers and how the NEW pre-apprenticeship class would lead to awesome trade careers.

The program clicked between students, teachers, Sound Transit and the trades. Cleveland High School filled their pre-apprenticeship class quota, right then and there. "I'm ecstatic!" stated Nan Johnson, Seattle School District's ACE Pre-Apprenticeship Coordinator.

And the Seattle School District wants Washington Women in Trades to roll this "Pizza, Pop and Power Tools" theme into Franklin and Rainier Beach High Schools in January to help kick-off their upcoming trade programs. And a note to say thank you to Sound Transit for donating the Pizza and Pop. Thanks again!

**DISCOVER REGISTERED APPRENTICESHIP - *A well thought-out program can save on training and recruitment costs in many occupations***

Source: Ed Madden, Guest Columnist, Vancouver Business Journal, December 9, 2005

What if you could provide the opportunity for a graduate of a high school, skills center or college to begin their career in your industry, or even in your company?

Your recruits need more on-the-job experience, you say. But look at it this way: you already have to train most new hire on job protocols and various aspects of your company. Often you find out too late that many with experience might be too set in their ways and a bad match. How expensive was that recruitment, screening, interview, reference checking, hiring decision and orientation?

What if you could grow your own employee in a nationally recognized structured system that would combine the training you provide on the job with classroom instruction?

There is a viable option perhaps you might not be aware of or have never considered. You might be able to provide an "industry scholarship" by becoming a sponsor of a Registered Apprenticeship Program. This may be a surprise for some business owners who think apprenticeship is limited to building and construction trades or labor unions. Not so.

Examples of occupations that have been approved and registered include administrative assistant, auditor, bank teller, court clerk, insurance underwriter, legal assistant, property manager, prosthetics technician, real estate appraiser and so on. Currently in Southwest Washington, there are 181 occupations that an apprentice can learn and become credentialed in. These opportunities are provided by 91 sponsors of registered apprenticeship.

As long as an industry recognizes competency in the occupation by requiring at least 2,000 hours of on-the-job learning as well as 144 clock hours a year of classroom instruction, it is possible to develop an apprenticeship for it.

The Department of Labor and Industries is the state's registration agency assisting sponsors in developing their apprenticeship. The Washington State Apprenticeship and Training Council is the approving authority. Registered apprenticeship is a voluntary system and sponsors must agree to abide by federal and state laws governing employment, training and, when applicable, equal employment opportunity requirements.



A relationship between the employer and the apprentice must exist and the apprentice's pay is based on a percentage – determined by the sponsor – of a fully qualified worker in the occupation. The wage paid should be increased only if the apprentice makes satisfactory progress and the on-the-job training must be provided by an occupationally qualified mentor.

The classroom instruction can be provided in a variety of methods as determined by the sponsor. If there are appropriate community college classes, the sponsor requires there is a 50 percent tuition waiver for apprentice training. All the requirements predetermined for your apprenticeship program are spelled out in a document called the Standards of Apprenticeship. These are approved by the Apprenticeship and Training Council and registered with L&I in the business name and become part of the written agreement between the sponsor, the apprentice and the state.

With some effort – and lots of payoff – you can be part of the solution to reforming education, solving workforce training concerns and providing opportunities. Become a sponsor of a registered apprenticeship to meet your needs and you will be a welcomed training provider as well as a leader in the business community.

Ed Madden has been directly involved with federal and state apprenticeship for 26 years, starting in 1979 as an apprentice radio mechanic while on active duty in the U.S. Army. He is the Apprenticeship Consultant for Southwest Washington for the Department of Labor and Industries, the registration agency for Washington apprenticeship and staff to the Washington State Apprenticeship and Training Council. He can be reached by email at [madf235@lni.wa.gov](mailto:madf235@lni.wa.gov) or phone 360-575-6927.

### **Safety Awareness Haunted Workplace - SSCC Duwamish Industrial Education Center**

Source: Betsy McConnell Gutierrez, and Kim Alexander

On October 26 and 27, 2005, the SSCC Duwamish Industrial Education Center held a Haunted Workplace event related to Safety. It was sponsored by the Safety Training Institute, SSCC Duwamish Industrial Education Center, WFSE #1488, WFSE #304 and others. It featured exhibits such as:

Find your way through the WORKERS COMPENSATION MAZE  
Visit the WORKERS GRAVEYARD  
Climb into the CONFINED SPACE OF DEATH  
See the LITTLE MACHINE SHOP OF HORRORS

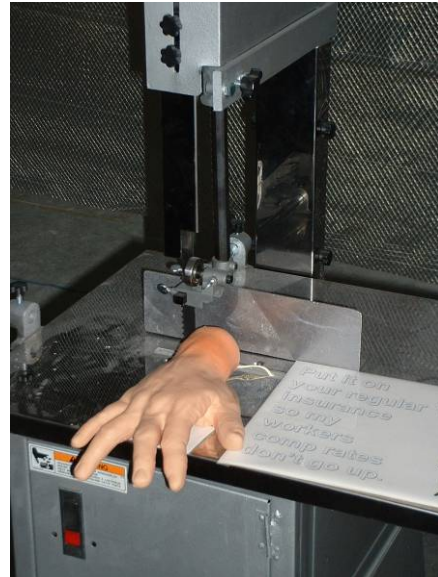
Jay Herzmark and Mary Ellen Flanagan from the University of Washington lent their assistance.



Confined Space of Doom



Confined Space of Doom



The "meatcutter" exhibit



Jay Herzmark discussing "Ergoman" to students

Here is a humorous memo about the event.....

Hi my name is Lucifer Diablo.

I own the Haunted Workplace. We are giving you the opportunity **October 26 and 27 to take a tour!**

We will show you our fabrication division in the Little Machine Shop of Horrors. You'll see why we don't have to worry about an ergonomics standard. We have Ergoman, the latest technology for eliminating employees!

You'll be able to observe some of our injured employees as they try to get through the workers' compensation maze. You can experience from an employee's eye view the Confined Space of Doom. Outback we have a graveyard. Every year we get together and hold a memorial service for all the employees we've killed - I tell ya it's like we're a family.

You know a lot of people say that I have a dangerous workplace. That just isn't true. We have a comprehensive safety manual that every employee is supposed to read. Hmm maybe some one should at least take off the shrink-wrap.

We investigate every accident and after we determine what the causes were, we discipline the injured employee. I've even put up these signs throughout the factory "Remember: Safety is your responsibility."

So; are any of you public employees? Are any of you construction workers? Are any of you health care workers? Any one work in retail trade? Well then, I'm sure the Haunted Workplace isn't as scary as your workplaces!

Oh yeah, did I mention our safety contest? Employees who go an entire year without reporting an accident get their names entered in a drawing. The winner gets a free pizza slice from the company cafeteria.

For current information about safety, please visit the Safety Training Center web site at <http://dept.seattlecolleges.com/duwamish/Safety.htm>

### **Senator Patti Murray attends Seattle King County Building Trades holiday event**

Source: Betsy McConnell Gutierrez, and Kim Alexander

Senator Patti Murray attended the Seattle King County Building Trades holiday event at the SSCC Duwamish Industrial Education Center on December 9, 2005. She toured labs and received information on apprenticeship and pre-apprentice programs.

The tour included several labs with students training, a visit to two pre-apprenticeship programs that SSCC collaborates with "Seattle Vocational Institute Multiple Trades Program" and ANEW (Apprenticeship and Nontraditional Employment for Women and Men).

She also visited two apprenticeship programs in progress - a bricklaying class and glazier class. She viewed the playhouse that the ACE program (Apprenticeship Construction Exploration working with Seattle Public Schools, SSCC and Joint Apprenticeship Training Committees) have been building and are ready to roof.

Additional labs included the Allied Trades highlighting the "Painters and Tapers" and the impressive Sprinkler Fitter and Boilermaker labs.





Johanna Dugger and instructor Willie Willis explaining the ANEW program



Johanna Dugger and instructor Willie Willis explaining the ANEW program



The amiable Mark Maher



Student Derik Hansen and Kelly Humann



Boilermakers Frank Gosser and Rachel Bleich



Glazier class and Kelly Humann

### **Jerrad Krause takes First place in 2005 IEC National Apprentice of the year Competition**

Source: IEC of Washington, Direct Current Newsletter, Volume 4, Issue 9, Nov 2005

IEC of Washington and IEC National are proud to announce that Jerrad Krause from Hulford Electric, a member of IEC Northwest Washington won First Place in the 2005 IEC National Apprentice of the Year Contest.

Jerrad performed amazingly at the state level competition in Moses in June 2005. In Moses Lake, he finished his project first - at least 45 minutes before the next competitor, and of course, his project worked properly.

On October 4th, Jerrad and his family traveled to Baltimore, Maryland where he began the arduous process of competing against other apprentices from around the country. After completing an interview and comprehensive examination, he began the wiring portion of the competition. He finished the national competition before any of his competitors and walked away with \$3000.00, power tools from Milwaukee, hand tools from Ideal, Greenlee, and 3M, Reference Books from NFPA, ATP, and Delmar, meters from Fluke.

### **Governor Gregoire Proclaims National Careers in Construction Week - October 17-21, 2005**

Source: Center for Construction Excellence press release, October 17, 2005

Governor Christine Gregoire released a proclamation dated September 28, 2005 recognizing October 17-21, 2005 as "Careers in Construction Week." The National Center for Construction and Education Research (NCCER) also announced this week as the first annual Nation Careers in Construction week.

This celebration honors the men and women who build our future, and raises awareness of the value of construction trades. It also promotes the many construction career opportunities to parents, teachers and students.

"The need for talented people entering and staying in the construction workforce couldn't be any greater than it is now. We need to do our part to ensure both parents and students know that construction training and apprenticeship provide satisfying career paths," says Melinda Nichols, Chair of the Washington State Apprenticeship Training Council.

Skilled trade jobs are in the highest demand ever. According to the Bureau of Labor Statistics, more than one million jobs will be available in construction by 2012. The Washington State Office of the Forecast Council reported in September 2005 that Construction employment led all private non manufacturing sector expansion by 9.2%. Retirement projections in the next 5-10 years indicate overall construction workforce demand will exceed the supply of qualified workers.

Renton Technical College (RTC) was designated the Construction Center of Excellence (CCE) by the State Board for Community and Technical Colleges in 2004. In this role, the Center works as a statewide intermediary to link educators and workforce practitioners to industry trends and practices.

"There are so many exciting trends and jobs in the construction industry," reports Heather Fredericks, CCE Director. "Construction leads product use and design with green building practices, which is increasingly important to the Pacific Northwest economy and lifestyle. The multiple capital projects and new methods of building should really turn some heads – if you don't know what Construction is about, find out!"

To kick off Careers in Construction Week, the CCE will showcase apprenticeship programs and feature the biographies of current students and graduates' at the RTC campus. It will also launch a statewide construction workforce newsletter this month, and begin planning its second annual Washington State Construction Workforce Conference, to be held March 1 and 2, 2006.

Contact the Center for Construction Excellence at (425) 235-2352, extension 5582.

### **Renton Technical College Activities:**

(Source - Beth M. Arman, Dean, Trade & Industry and Apprenticeship)

- Renton Technical College now has an articulation agreement with City University, so that graduates with an Associate of Applied Science degree in Multi-Occupational Trades can use the degree towards the first two years of a Bachelor of Science degree in Business Administration.
- James B. Potter, a Boeing machinist, will receive an Associate of Applied Science degree in Multi-Occupational Trades from Renton Technical College at the March 31<sup>st</sup> graduation ceremony.
- Twenty-four people recently graduated from the Job Skills for Trade & Industry program, an apprenticeship preparation program, at Renton Technical College. Graduates have been accepted into the Plumbers, Painters, and Cement Masons apprenticeship programs, as well as jobs with private contractors.
- Seattle Jobs Initiative, which manages the Rainier Community Development Fund, has awarded a grant to a coalition involving Renton Technical College, Center for Career Alternatives, and several other community-based organizations in Seattle's Rainier Valley. The grant is for training and apprenticeship/job placement of Rainier Valley residents, so they can work on Sound Transit and other construction projects in the region.
- Renton Technical College has a new newsletter, "Get Connected: A Renton Technical College publication...written by students for students." The most recent issue features two women in the Welding program. One, Rhonda Kidwell, wrote, "I went into the trades because I like working with my hands and in the outdoors. I want to be able to look at a building and say that I helped put that together and be proud of it. My goal is to get into an apprenticeship and to be become a journeywoman pipe fitter."

### **Western Washington Sheet Metal JATC:**

(Source: Jody Robbins, Education Coordinator, Western WA Sheet Metal JATC)

The program held a local apprenticeship contest for 2nd, 3rd, & 4th year Sheet Metal Worker apprentices in January, 2005. The winners from each facility (Kirkland and Lacey) went on to the regional level (held in Boise, ID) where they competed against apprentices from two provinces in Canada, Alaska, Idaho, Oregon and Eastern Washington. The local Kirkland center winners are as follows: 2nd Year – Eric Dickey; 3rd Year – Vaughn White; 4th Year – Jesse Efaw. The Local Lacey Center winners are as follows: 2nd Year – Arnold Barros; 3rd Year – Brian Miller; 4th Year – Ed O'Neal. All of our apprentices represented WWSM JATC very well. Those that placed in the top 3 at Regionals are as follows: 3rd Place, 3rd Year – Brian Miller; 1st Place Third Year – Vaughn White.

Jesse Efaw and Ed O'Neal won 3rd and 2nd place respectively in the 4th year voluntary Auto Cad competition. Vaughn White will be going on to the National level where he will represent our region against apprentices from 11 other regions across the United States and Canada.



Vaughn White (L) and Brian Miller (R), 1st and 3rd in 3rd yr



ACAD Winners - Ed Oneal and Jesse Efaw



2005 Regional Contest Contestants



2005 Regional Contest winner Vaughn White.



2005 Regional Contest Winner Brian Miller

### **Multicare Health System - Health Unit Coordinator Apprenticeship & Training Program and Multicare Health System - Health Unit Coordinator Apprenticeship & Training Program update:**

(Source: Michael Ratko, SCSD, L&I)

25 Health Unit Coordinators have entered the program since its creation, but a CT/MRI apprenticeship program has also been developed with Multicare. The CT/MRI program has graduated two individuals one CT and one MRI, and a new class of 2 is scheduled for April 2005.

The bottom line from the employer's perspective in regards to these programs is that they are "phenomenal" and there is no plan to "go back to the old way of training". Multicare is extremely satisfied with the apprenticeship programs they

have developed as it develops an employee that is trained in the "Multicare way" with Multicare people and processes. They also feel the program builds a great bond between the employer and employee as both demonstrate commitment to the program and one another.

The only complaints from Multicare and the apprentices is that the program requires too much paperwork and reporting. This is a common theme and we are searching for solutions to minimize the administrative burdens associated with apprenticeship in general. While some apprentices have actually opted to quit the program due to the burden of tracking their hours, Multicare is committed to working to make the process better to keep apprentices enrolled - as they see the value in the program.

5 more apprentices in the Health Unit Coordinator program will begin in April 2005 (this is the 5th class!) and we are assuming another 5 will begin later in the 2005 when the 6th class gets up and running.

The Health Unit Coordinator apprenticeship program standard was submitted and received federal approval.

### **Boeing/IAM apprentice grads celebrate excellence:**

(Source: Gina Ames, Coordinator)

Five years after embarking on her apprenticeship, Carol Budrow shared the secret that she and her twelve fellow 2004 Boeing/IAM Apprenticeship graduates in the Puget Sound now know well.

"There's no easy way to excellence," Budrow told guests at the celebration that included prize giving and dinner at the Museum of Flight in Seattle on March 4. Staying the course meant accepting that there's "no magic wand that can produce a trained and disciplined mind without the hard discipline of learning," she said. Budrow and fellow class spokesperson Kevin Pelky thanked their instructors and all the co-workers that had passed on their valuable experience. "Boeing is one of the very few companies that let you be anything you want to be, pays for your education, and hands you a paycheck to support your family," said Budrow. "I am so proud to represent Boeing, the Machinist Union, and most of all, the Apprenticeship Program. It has changed my whole life."

Duane Mero won the Arnie Durall Achievement Award for high standards of excellence in apprenticeship in a class that also saw Hal Fitzgerald became the 1,000th apprentice in a program that has been graduating students since 1941. Guest speaker at the celebration was Tom Buffenbarger, international president of the International Association of Machinists and Aerospace Workers, and other speakers included Mark Blondin, president of IAM and AW District Lodge 751, and Ross Bogue, vice president and general manager, Boeing Fabrication Division.

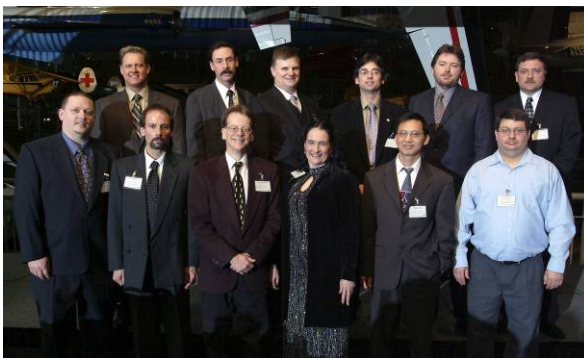
2004 graduates included Machine Tool Maintenance Mechanics Herb Diaz and Thomas Morris, NC Spar Mill Operator David Miller and Industrial Electronic Maintenance Technicians Dennis Bolestridge, Carol Budrow, Hal Fitzgerald, Nam



Ha, Eric Knight, Terry Leonard, Duane Mero, Kevin Pelky, Duane Roberts and Clinton `CJ' Saville.



**Photo Caption:** *"Boeing is one of the very few companies that lets you be what you want to be," says Carol Budrow, class spokesperson at the 2004 Puget Sound Boeing/IAM Apprentice graduating class celebration at the Museum of Flight.*



**Photo Caption:** *The 2004 graduate apprentices are, back L-R: Clinton `CJ' Saville, Eric Knight, Terry Leonard, Kevin Pelky, David Miller and Duane Roberts. Front, L-R: Duane Mero, Tom Morris, Hal Fitzgerald, Carol Budrow, Nam Ha and Herb Diaz. Dennis Bolestridge also graduated.*

**GROUND FLOOR at the Pierce County Construction Partnership activities:**  
(Source: March 2005 Newsletter)

- **Youth Workforce Development Initiative Event** -- On February 23, approximately 75 people attended the Youth Workforce Development Initiative Kick-Off Event. Held at the Tacoma Club, Senator Patty Murray and Congressman Adam Smith spoke, as well as Absher Construction President Dan Absher and MultiCare President/CEO Diane Cecchetti. Absher and Cecchetti addressed the needs within their respective industries in an effort to engage more peers to become involved with the Initiative. Together, this private-public partnership has raised \$63,000 and received \$56,000 in federal funds to create scholarships for students pursuing education or training in construction or healthcare as part of the Youth Workforce Development Initiative. The scholarships (In Demand Scholars Program) are now available, and students from programs such as Puyallup's ACE Academy and other similar programs are encouraged to apply. Applications are due April 15. For more information about the scholarship program, please contact Brittany Sadler at 253.404.3980.
- **Pierce College Construction Management Program** -- On February 25, industry partners and representatives from Pierce College, Clover Park and Bates Technical Colleges, ACE Instructor Connie Saari, and other members of the Construction Council met as another step in the planning for the construction management program at Pierce. Assisted by Michelle Andreas, industry partners were able to

determine the desired outcomes for the degree program and identify some components of the curriculum. Thanks to the following construction representatives for participating: Tom Cole, Absher Construction; Al Downs, Columbia Basin College; Peter Guzman City of Tacoma LEAP Program; Neil Shaw, Merit Company; Bob Streleski, Rushforth Construction; and Jeff Tieg, John Korsmo Construction, Inc. Colleen Vadheim (Pierce College) will be contacting industry partners to participate in future curriculum planning sessions. If you are interested in participating or would like to learn more about this program, please contact Colleen at 253.964.6529.

- **Preliminary Applicants Chosen for School to Apprenticeship Program** – The applications are in for Frame Your Future and Get Electrified! More than 20 students have made it through the preliminary screening. The next step for the students is an interview with employers March 19. Employers will screen the applicants and make the final selections. Congratulations to the students who have made it so far! If you have any questions about the School to Apprenticeship Programs, please contact Trudy Johnson at 253.404.3988.

### **Clark College Electrical Class - Camas Mill Tour**

(Source: Georgia Pacific)



Clark College Electronic Technology students and their instructor tour the Mill to see first hand how the classroom material is applied in real world industrial applications. College instructor, Chris Lewis brought his Motor Control class to Camas for the tour after one of his students, Dan Fletcher, had shared with him how many examples existed in the Mill.

Dan is currently a 4th year Electrical apprentice in the Joint Apprenticeship Training Committee (JATC) program sponsored by G-P Camas and the AWPPW, Local 5. To meet Labor Agreement and State of Washington Apprenticeship requirements Dan must complete 8000 hours of Work Processes (OJT) and 730 hours of Related Supplemental Instruction. (Both college courses and Mill administered correspondence materials.)

The JATC is comprised of an equal number of salary and wage members who administer the program. Assisting Dan with the tour group was Mark Pierce, Electrical Maintenance Supervisor, and Gary Garrison who is a journeyman Electrician and a JATC member. Gary also serves on the Clark College Electrical Advisory Board.

A Camas Mill overview was provided by Mark Durrell to help the tour group understand the history and background of the Camas paper making process. The tour followed the paper making process thru the Mill, allowing Clark students the opportunity to view class related applications of electronics along the way, both in the direct manufacturing of paper products and in the many support applications that are critical in the operations at Camas.

## **Would-be workers learn about the original four-year degree**

(Source: The Chronicle, January 27, 2005, Mark Lawton)

Wednesday evening, Paige Tracy was working in front of the Laborers table at the fifth annual Apprenticeship Fair at the Lewis County Mall. As people approached, she would explain the advantages of an apprenticeship in a unionized building trade.

Tracy speaks from experience. In 2003, she was referred by WorkSource of Lewis County to the apprenticeship fair then being held at Yard Birds Mall. A Chehalis resident, she was unemployed, going through a divorce and raising five children.

Laborers Local 252 thought she was a good candidate. It sent her out for training and testing. She scored 98 out of 100. Two days later, she was working, getting paid a minimum of \$14.06 per hour plus benefits  
“I raised five children on this program,” said Tracy, 35.

People who are picked for apprenticeship go through training for a number of years, earning a percentage of what fully trained or journeymen employees make.

For example, an apprentice in lathing, acoustical and drywall (a division of the Carpenters Union) attends 160 hours of classroom training a year (paid for by the union) and works at the same time for a starting salary of \$14.54 per hour. Every six months, the apprentice gets a 5 to 10 percent increase in pay until he or she is earning full journeymen’s wage of \$29.08 an hour.

Other building trades with tables at the fair included the cement masons, glaziers, roofers, pipe trades, masonry, operating engineers and sheet metal.  
“Earn while you learn,” said Don McLeod of the Laborers Local 252, one of the sponsors of the Apprenticeship Fair. “Individuals who get into this program will learn life-long skills and get paid for it.”

While McLeod would be happy to see more people entering the trades right out of high school, he says the average age of an apprentice is around 30. They are male and female, single and married, and from different areas. If they have anything in common, said McLeod, it is their job history. “They bounce around from one dead-end job to another for years, then go, ‘There has to be something better.’ ” said McLeod.

John Mickensen of Winlock might understand.

“I just make minimum wage and I work part time,” he said. “I’m broke now.” Mickensen would like to earn a bit more and work full time. He also likes the idea of being in a building trade.

“At the end of the day, you can see what you built,” said Mickensen.

## **Samson Beriso - From Iron, Strength**

(Source: Seattle Times - January 23, 2005, written by Paula Bock, Photographed by Harley Soltes)

After training at Seattle Vocational Institute, **23-year-old Samson Beriso decided on ironwork**; he'd heard it was the toughest of construction trades. He proved himself at "Hell Day" for Ironworkers Local No. 86, handling rebar and climbing straight up a 40-foot I-beam. Since March, he's been an apprentice with Rainier Steel on "D Deck" of Sound Transit's light-rail project. The 2,139-foot aerial superstructure, between Sixth Avenue South and Airport Way, uses 3,200 tons of rebar and will eventually support trains headed to the airport.



**Q: If you were in Ethiopia instead of here, what would you be doing?**

**A:** I used to work in car shop, fixing cars. I'm a certified mechanic. But when the war came up, if I stayed in Ethiopia, I'd have to join the Ethiopian Army no matter what. If I'm lucky, I might survive. If not, I might die. I'm really happy to be here. To have a chance to get some skills, see a different world, different people. This is my first outfit since I got dispatched from the union hall. I enjoy every minute, every second. I love to put my hands on. I have a really good crew because I don't know anything about rebar when I first got here, and they really help me to learn.

**Q: I hear you get to work early.**

**A:** When I get up at 4, I've got nothing to do. So instead of lying in bed, I like to come here and just be ready for the day, waiting for my boss to show. When Paul (the general foreman) gets here, he helps me about the blueprints, and we discuss what's going on for the day.

**Q: You're only wearing a T-shirt and it's freezing! How do you stay warm?**

**A:** Working your muscles, that keeps you warm. When it's cold, I like cutting with the torch. There's coffee. And I have another shirt over there.

**Q: It's kind of high up here, and open. Are you ever afraid?**

**A:** If you're scared of heights, you're not going to be an ironworker.

**Q: Up here, can you sense how this same spot will look in the future?**

**A:** When I see this thing done, and they put the concrete and everything, when the train is running, I'll be happy. I can say to my kids, I can tell anybody: I built this! I did something positive for my career, for this city. That's the thing that makes me most happy in my life.

**Q: Has this job made you a different person?**

**A:** Since becoming an ironworker, I'm getting stronger. I have food every day in my house. I pay my rent every time. I have a little sister and an auntie back home, and I'm sending them enough money so they can survive. I have a few kids I help in different parts of Africa in the Feed the Children program I saw on TV. On the weekends, I volunteer for Habitat for Humanity, painting, installing

drywall, anything they need. I just love working. My nerves are attached to work. When I sit down, I feel tired. I'd rather do something.

### **Spokane Community College Apprenticeship Training Center - environmentally friendly building practices training**

Source: Linda Poage, Manager of Apprenticeship, 509-533-7178

Friday, April 8th, Gov. Gregoire signed a landmark bill into law-the first of its kind in the country-that would require all public agency buildings bigger than 5,000 square feet to meet the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standards. This prompted a great article in the Spokesman Review regarding our training we started last fall.

Here at the Apprenticeship Center, we have been training apprentices and journey-level workers on environmentally friendly building practices (green building). We have received state funds which has enabled the apprentices to learn how to build to these standards that will be crucial for any company that bids on public projects. Additionally, on June 28th, the Governor visited the site to tour the "Green Dome" building.

About \$500 million worth of publicly funded projects are coming up in Eastern Washington. This includes new schools, new college buildings, and a new penitentiary in Walla Walla.

The following trades have been participating: Carpenters, Residential Carpenters, Bricklayers, Cement Masons, Electrical Workers, Ironworkers, Roofers, and Sheetmetal Workers. Along with the valuable training, each trade will receive materials and equipment to continue their training in the "green building" arena.

### **Seattle Boilermakers Apprenticeship Committee**

Source: Miya Cohen-Sieg, Admin Assistant

We have been active participants in the Safety Training Coalition of the Seattle and King County Building Trades. We fabricated a manhole cover which will be part of the Safety Training Center opening on July 30, 2005.

One of our journeyman, Pat Boettger, was an early placement by the Helmets to Hardhats program. He, Frank Gosser, and Rachel Bleich of the Boilermakers Apprenticeship participated in a photo shoot with Governor Christine Gregoire and Helmets to Hardhats founder Marine Corps Maj. Gen. Matthew Caulfield here at the Duwamish Apprenticeship and Training Center.



Pat is on the far left, front row.

Frank and Rachel are on the far left back row.



## Middle school girls learn about construction careers

### Opportunities will abound in industry in next decade

Source: [Kevin Graman](#). Staff writer, The Spokesman-Review, June 3, 2005



Coleen Buckham, right, an instructor at the Spokane Community College Apprenticeship Training Center, shows Shaw Middle School eighth-grader, Jessica Caldwell, 14, how to bend electrical conduit. During the field trip, girls from local Spokane middle schools spent the day learning about the construction trades and related career opportunities Thursday, June 2, 2005. (Colin Mulvany/The Spokesman-Review)

"Carpentry is cool," Alauna Stinson said. You probably never thought you would hear a 15-year-old girl say that. But the Shaw Middle School student is already starting to think about a career, and someday she would like to build her own house. Of course, she also doesn't want to have to depend on a guy to fix her car for her, so carpentry may have to compete with auto mechanics for Stinson's attentions.

She was one of 50 eighth-grade girls from three Spokane middle schools attending a half-day seminar on careers in construction at the Apprenticeship and Journeyman Training Center in Spokane Valley on Thursday. The center is a cooperative effort of Spokane Community College and 19 area apprenticeship programs.

Spokane Public Schools, CCS and the state's Construction Skills Panel lured the girls with the promise of "pizza, pop and power tools." They hope it will be the start of something beautiful.

At a time when 50 percent of the nation's workforce is due to retire in the next five to 10 years, the federal Bureau of Labor Statistics expects a million construction jobs to open up by 2012. The construction industry is worried about finding enough people to fill jobs in "the trades." Thursday's seminar, a first for Spokane schools, was designed to interest young women in construction. "These careers need the same high-caliber kids that any field needs," said Tessa McCray, a Spokane School District spokeswoman.

The girls' day began with a short film about careers in construction, the central theme of which was, "You don't need a college degree to get a good-paying job." In fact, the film claimed that of 100 college students today, only four will end up making more money than people in the trades.

Starting wages in construction range from \$9 to \$20 an hour for apprentices, according to information provided by the school district and colleges. Journeyman wages start as high as \$40,000 a year. But that does not mean you should give up on education. The construction industry is looking for workers with many of the same skills as any other profession: math, science and communication. The difference is the trades will pay you while you are learning, and you won't end up with student loans to pay off, the students were told.

The girls heard from Lori Barrick, a member of the Spokane chapter of National Women in Construction, who joined the laborers to make the prevailing wage. She later started her own traffic control business. She said flaggers, who route traffic

around construction sites, make \$17.50 an hour, plus \$6.50 an hour in benefits. She's proud, she said, of making part of history by helping to finish the North Idaho portion of Interstate 90. "Don't let being involved in a nontraditional role scare you," Barrick told the girls. "It's actually a lot of fun."

Nine million American men and only 975,000 women work in construction, the students were told. "We're not going to hire someone just because you're female, but we need women," said Colleen Buckham, a journeyman electrician and instructor for the electrical apprenticeship program at the center.

She and Kevin Managhan, who directs the program for the Inland Empire Electrical Training Trust, said apprentices learn and work for five years before becoming a journeymen. They begin at more than \$10 an hour and earn regular raises. Tuition and books cost \$800 a year. Out of 50 electrical apprentices last year, there was one woman, said Buckham, who was the first girl on the Kellogg, Idaho, baseball team, and the only woman electrical apprentice the year she entered the Spokane program. Her advice to the girls: "Work on your math, because you're not going to get into the program without it."

Managhan explained that the Spokane School District has adopted a policy to include funding for apprenticeships in upcoming construction spending. This program also must make an effort to recruit women and minorities into the trades.

In 2003, Spokane voters approved a \$165 million bond as the first phase of a 25-year plan to upgrade or replace old schools. Apprentices will be used in construction jobs to replace Lidgerwood, Lincoln Heights and Ridgeview elementary schools, in the renovation of Rogers High School and other school remodeling projects.

Applicants for these apprenticeships must be at least 18 years old, a high school graduate and must have passed the Washington Assessment of Student Learning. One of the main goals of this program is to keep young people in Spokane. Which brings us back to Alauna Stinson, who enters high school next year, plans to attend community college and may consider an apprenticeship in carpentry. "I don't want to move away from Spokane," she said. "I love it here."

### **Trying Out the Trades**

Source: Amy McFall Prince, "The Columbian" staff writer, Saturday, April 30, 2005

TUALATIN, Ore. Pay attention in math. Speak up in shop. And most of all, seek work experience. That advice was repeated throughout the day by skilled carpenters, electricians and others as nearly 500 high school girls swarmed the Women in Trades Career Fair on Friday, April 29, 2005. Among those girls were 10 Washougal High School students, most of whom weren't afraid to pick up a hammer and get their hands dirty. "I think it's an awesome opportunity for women. It gives us confidence in going out for a man's type of job," said Jessica Lipps, a junior.

Lipps and her peers received a hands-on lesson on bending metal conduit, a common task for commercial electricians. Journeyman-level electrician Chris Valentine showed the girls, one by one, how to attach a special tool to the aluminum pipe and use a little leverage to create a 90-degree bend. The tool didn't require brute strength; it was more about precise handling. "You don't have to be a huge

hulk to be an electrician. It's all about the leverage. This is geometry in the real world," Valentine said. After working in the business for 25 years, she enjoys showing girls and young women that a career in the trades can be rewarding work.

Girls toured exhibits, watched demonstrations and got to try a hand at a few activities. They built squirrel feeders, climbed telephone poles, hung from rope lines and read gas-line maps. As students toured the Local 290 Plumbers and Steamfitters Training Center, they passed through hallways marked by a massive timeline of women in trades.

Marsha Spencer, career guidance counselor at Washougal, has brought several groups of students to the annual career fair. Many girls get interested in trades because they have fathers, uncles or brothers in the industry, she said. However, not many students have been exposed to women working in those careers. "For many, this is the first time they've seen women in trades. They get to meet them and talk with them," she said.

That's important, she said. At Washougal High School, roughly 22 percent of graduates go on to a four-year university straight out of high school. That means 78 percent of students either go straight to work, to community colleges or apprenticeship programs.

What often piques students' interest in a career in the trades is the pay, she said. She tells stories of college graduates who have trouble finding jobs while electricians or carpenters are earning \$35 an hour.

Melodie Harris, a Washougal senior, said she had not thought much about women in trade careers. "I think it's pretty awesome to see all the women here. And it shows that we need more women out there," she said.

The three-day fair was expected to draw about 1,200 people. Middle school students attended Thursday, and Friday was packed with students from 39 high schools in the area.

Did you know?

- Fewer than 3 percent of all trades workers in the United States are women.
- Workers in the trades include carpenters, electricians, painters and roofers.
- Women in trades gained attention during World War II when many went to work in airplane factories and other plants, earning the name "Rosie the Riveter."

## **Washington Women in Trades: High School Outreach activities**



Source: Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee Local 699 office staff & Washington Women in Trades volunteer Carol O'Neill, June 15, 2005



Sound Transit Construction Site Tour for Cleveland High School students – coordinated by Greg Mowat, Sound Transit & Carol O'Neill, Local 699 office staff & volunteer for Washington Women in Trades on May 20th.

Traversing up and down the Rainier Valley corridor in Southeast Seattle this spring, **Greg Mowat, Sound Transit, PLA Specialist** and **Carol O'Neill** coordinated three high school outreach events for Sound Transit.

First stop was at Franklin High School, where they combined all three construction classes for a Sound Transit, Trades and Washington Women in Trades (WA WIT) presentation.

The next stop was at Cleveland High School, where we developed a Sound Transit Construction Site Tour for students on May 20th. Starting at the Obayashi Corporation (tunnel boring contractor) operations and maintenance facility, for a conference room briefing on the mechanics of the Beacon Hill Tunnel boring and Beacon Hill Station (180 feet below grade) shaft drilling process. Then onto the Beacon Hill Station construction site for an on-site tour. Hardhats were provided by Sprinkler Fitters and Cement Masons. To complete the valley tour for Sound Transit we finished at the Rainier Beach High School Opportunity Fair on May 27th.

Carol O'Neill has been volunteering the Washington Women in Trades since 1999 as an event planner and community outreach specialist - helping host the WA WIT Trade Fair each year, now in its 26th year. The group's mission is to improve women's economic equity through access to high-wage, high-skilled careers in the construction, mechanical and transportation sectors.

## **Contractors, students rehab Seattle Homes (Construction Industry Training Council of Washington)**

Source: Daily Journal of Commerce, By [JOURNAL STAFF](#), May 13, 2005, submitted by Halene Sigmund, CITC



Photo courtesy ABC

**In addition to fixing two Central Area homes, Rebuilding Together Seattle volunteers landscaped and hauled away trash.**

More than 60 construction industry volunteers recently rehabilitated two homes of elderly families in Seattle's Central District as part of the Rebuilding Together Seattle project.

Associated Builders & Contractors of Western Washington members teamed up with University of Washington construction management students to repair broken stairs and windows, install new carpeting, re-roof and add gutters, fix electrical and plumbing problems, add grab bars and handrails, install smoke detectors, repair and paint walls, and replace worn concrete steps.

Students from the Construction Industry Training Council's painting program also helped repair walls and repaint.

In addition to major repairs, both yards were cleaned, weeded and fresh plants added. More than 50 yards of trash was removed from the homes.

Rebuilding Together Seattle is a nonprofit organization that repairs homes owned by low-income single parents, the elderly and disabled. Community centers, schools and other facilities are also eligible.

## **VA Education Benefits – Not Just for College!**

Source: Laura J. Bach, Program Associate, Higher Education Coordinating Board, State Approving Agency (360) 753-7821, [laurab@hecb.wa.gov](mailto:laurab@hecb.wa.gov)

So you signed up for the Montgomery GI Bill, made your contributions, and are now getting out of the service. Maybe you've been out of the military a couple of years, but haven't found the right job yet. As you think about what lies ahead, consider using those hard earned benefits to attend school or an Apprenticeship/On-the-Job (OJT) Training program. Most service members and veterans know that they can use their VA education benefits while attending a college or university, but most are not aware they can also use their VA benefits while participating in a State Agency Approved Apprenticeship or OJT Training program. Veterans can learn a skill, earn a full-time wage, and receive a GI Bill benefit check at the same time!

On-the-job training programs generally range from six months to two years. While receiving your G.I. Bill education benefits, veterans are training, performing a job and earning wages. Welding, firefighter, auto mechanics and law enforcement are some examples of currently approved programs.

For a complete list of currently approved programs, check out the State Approving Agency website at: <http://www.hecb.wa.gov/autheval/saa/appsaas.asp> . If the Apprenticeship/OJT program you are interested in is not currently approved, ask your employer to contact the State Approving Agency at (360) 753-7868 to learn how to get the program approved.

Veterans generally have 10 years from date of separation to use their GI Bill Benefits (active Reserves may also be eligible). Call the U.S. Department of Veterans Affairs at (888) 442-4551 to learn if you are eligible for benefits and to obtain an application. More information on the GI Bill (including monthly payment rates) is available on the VA Website: <http://www.gibill.va.gov/>

The civilian community is looking for employees with the work ethic, technical training and teamwork skills that veterans possess. When it's time to take off the uniform and begin a second career, look into an industry with well-paying jobs, great benefits, and challenging, interesting work. Your GI Bill can help get you there; it's not just for college!

### **Construction Industry Training Council of Washington) Apprentice Highlight**

Source: Halene Sigmund, Training Director

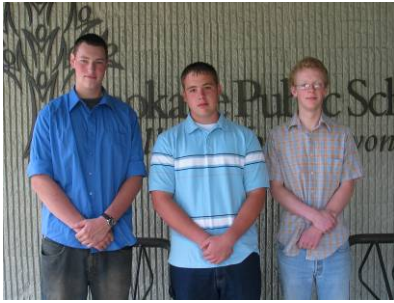


Deva Nelson, a single mother of two, chose a career in the construction industry because of her aptitude in math, a fascination with learning and the need to support her family while in school. She studied for one full year with CITC before getting a job in the field with J M Corp & Son, Inc., electrical contractors located in Puyallup. She graduated in June having completed her coursework and will earn her journeyman electrician's card when she passes her journey licensing exam. She is currently working at Echo Glen Children's Center upgrading security systems and lighting under the tutelage of supervisor Chuck Reskey.

### **Recognition of Apprentices by Spokane Public Schools Board:**

Source: Evie Lawry, L&I Apprenticeship Coordinator

On June 22, 2005, the Spokane Public Schools Board recognized Mr. Eric Anthony, (Spokane Skills Center/Rogers HS to Ironworkers), Mr. Jesse Champion, (Spokane Skills Center/North Central HS to Ironworkers), Mr. Ian Peterson, (Spokane Skills Center/Ferris HS to IEC Electrical), and Mr. Jake Richards, (North Central HS to Sheet Metal), as new apprentices selected by State of Washington registered apprenticeship programs. Their recognition during the Good News portion of the board meeting is indeed a very good way to celebrate these young individuals selection and beginning of the partnership between apprenticeship sponsors and Spokane # 81 School District.



John Mannix—Executive Director, Facilities and Planning  
 Spokane Public Schools, Chuck Danner—Carpenters,  
 Andy Phillipson—Ironworkers, Jesse Champion (back) -  
 Direct-Entry Candidate Ironworkers, Jake Richards (front) -  
 Direct-Entry Candidate Sheet Metal Workers, Floyd  
 Burchett, Sheet Metal Workers, Lisa White, Director—  
 Career & Technical Education Spokane Public Schools,  
 Rick Grant—Associated General Contractors, Ian  
 Peterson—Direct-Entry Candidate—Electric, Kevin  
 Managhan (front) —Electrical Workers, Tim Wood (back) -  
 Manager, Maintenance— Spokane Public Schools,  
 Legislative Representative Timm Ormsby, Paul Bramsman  
 (back), Spokane Alliance Sustainable Jobs Team, Mark  
 Agee, Agee Electric

## **BLITZ BUILD - Inland Empire Electrical Training Trust**

Source: Kevin Managhan, Training Director

We have also been very busy with Habitat for Humanity here in Spokane. We have participated in the Blitz Build for the last 4 years and since last fall we ( our apprenticeship program, IBEW LU73 & NECA) have wired all of the Habitat houses (10 I think) and will continue with 12 scheduled for completion by the end of 2005. Two classes of apprentices worked on the Blitz Build 2005.

The 3rd year class did the rough-in and the 2nd year class did the trim and finish work 4 days later.



Additionally, our 5th year class worked on a special Habitat project called the "Friends of Garrett" or FOG House. It is dedicated to an 87 year old gentleman that has been volunteering 3 days a week for many years. It is also dedicated to Jim



Halby, a retired electrician that also spent many years with Habitat. Jim passed away in October 2004.



### **14th Annual Road Less Graveled Conference - March 17, 2005**

Source: Jane Lowe-Webster, Counselor for Special Populations, Bellingham Technical College

On March 17, 2005, the 14th Annual Road Less Graveled conference was held at the Bellingham Technical College. Over 289 women and girls were in attendance during the day and 113 in attendance during the evening part of the conference.

Thanks to the generosity of many of our sponsors, including many of the apprenticeship programs, we have just awarded three \$1000 scholarships to women who are pursuing careers in nontraditional fields. They are Erin Truchan, Electrician; Faye Lane, Instrumentation; and Kristen Scott, Radiology Technology.

We would love to have more programs participating next year and helping us raise funds for more scholarships--we have a date: March 23, 2006.

For more information contact Jane Lowe-Webster, Counselor for Special Populations, Bellingham Technical College, 3028 Lindbergh Avenue, Bellingham, WA 98225, (360) 752-8441, (360)676-2798 fax, email [jlwebste@btc.ctc.edu](mailto:jlwebste@btc.ctc.edu) , web site: [www.btc.ctc.edu](http://www.btc.ctc.edu), <http://roadlessgraveled.btc.ctc.edu>

### **Andrew York Lineman Rodeo - June 11, 2005**

Source: Dave Parkhill Chelan County PUD

On June 11, 2005, The Andrew York Lineman Rodeo was held. The event honors the PUD lineman who was killed by a drunk driver and provides scholarships while combating drunken driving.

This years participants included 9 Teams (3 each, though one team had 4), 8 Apprentices = 36 competitors total. The Utilities/groups included Chelan County PUD, Douglas County PUD, Clark County PUD, Cowlitz County PUD, Grant County PUD, Yakima Local 125, Michaels Power, Advanced Underground Utilities, and NW JATC.

A total of \$8,541.66 (approx.) was raised this year for the scholarships.

The Top 3 teams were (1) Clark County PUD (2) Douglas County PUD (3) Yakima Local 125 and the top 3 apprentices were: (1) Shannon Bednar, Michaels Power, (2) Bradley Hanson, NW JATC (3) Ryan Hardie, Clark County PUD.

Special thanks to Chelan PUD Organizing Committee: Mark Groves, Andrew Munro, Debbie Gallaher, Tom Bryant, Kathleen Brooks, Ganelle York-Graves, Chico Rodriguez, Bob Bauer and Ray Heit (plus many additional employee volunteers).



For more information and additional pictures go the web site at:  
[http://www.chelanpud.org/images/andrew\\_york\\_lineman\\_rodeo.htm](http://www.chelanpud.org/images/andrew_york_lineman_rodeo.htm)

### **The Boeing/IAM Joint Apprenticeship Committee**

Source: Gina Ames, Training Coordinator

During the month of April 2005, the Boeing/IAM Joint Apprenticeship Program accepted applications for new apprentices for five of our apprenticeship programs. Historically, these apprenticeships were open to current Puget Sound Boeing employees only. This year, for the first time, applications were also accepted from former, laid-off employees.

We received a total of 151 applications. 25 applications were received for Cellular Manufacturing Machinist, 69 for Industrial Electronic Maintenance Technician, 23 for Machine Tool Maintenance Mechanic, 20 for Model Maker, and 14 for NC Spar Mill Operator.

To date, there have been 1,013 Boeing/IAM Joint Apprenticeship Program graduates since the program began in 1935.

### **Puget Sound Electrical JATC Graduation Banquet**

Source: Puget Sound Electrical JATC

Saturday, June 4th, there were 435 people in attendance at the 44th annual Puget Sound Electrical JATC graduation celebration for the class of 2005. The event was held at the SeaTac Doubletree Hotel, where families, Local Union 46 staff, Contractor Representatives, NECA staff, South Seattle Community College staff, and Labor and Industries representatives all attended to celebrate the achievements of the graduates. Dr. Dan Folden gave the invocation, followed by Steve Washburn, Executive Director of the Puget Sound Chapter NECA, and Gary Price, business manager of Local Union 46 IBEW, who congratulated the graduates and encouraged them in an ever changing and growing industry. Rick Hecklinger, Assistant Executive Director of the NJATC traveled from Washington D.C. to Washington State to offer words of wisdom, warning and encouragement to the graduates,

emphasizing the recipe “Continue to Learn” and “Keep a Good Attitude” equate to a “successful career.” Conversely, complacency and a poor attitude will destroy the unionized electrical industry in light of the stiff non-union competition. Graduate David Gordon addressed the class and commented on the skills and abilities he and his classmates have learned through the five years of on -the- job and related training.

**Special awards were presented as follows:**

Rick Hecklinger of the NJATC presented a gift bag to each outstanding apprentice  
James Caisley of Klein Tools presented a bag of Klein tools to each Apprentice of the Year

Winner PSE JATC Electrical Contest Kelly McEachern  
Participant PSE JATC Electrical Contest David Gordon  
Participant PSE JATC Electrical Contest Robin Overbay

**Academic Excellence Awards**

Valedictorian Commercial Tyrone Bandy  
High Honors James Walrod Jr.  
High Honors Kelly McEachern  
High Honors Steven Dumont  
High Honors Toy Persons  
High Honors Eduard Klimok  
High Honors Aleksandr Kustyukov  
High Honors David Gordon  
High Honors Jeannie Natta  
High Honors Benjamin Stouffer  
Valedictorian LV/S&C Toni Spears  
High Honors Stephen Gerfin

**Perfect Attendance Awards**

Perfect Attendance Commercial Joshua Hicks  
Perfect Attendance Commercial Aleksandr Kustyukov  
Perfect Attendance Commercial Nicholas Reifel  
Perfect Attendance Commercial Ross Still  
Perfect Attendance LV/S&C Stephen Gerfin

**Apprentice of the Year**

Commercial Apprentice of the Year James Walrod Jr.  
LV/S&C Apprentice of the Year Stephen Gerfin

For more information on the graduation and pictures, please go to the [Puget Sound Electrical web site. \(http://www.psejadc.org\)](http://www.psejadc.org)

**Washington Learns “Market Place” Activity - Spokane Public Schools Pre-apprenticeship Program presentation:**

**Source:** Chuck Danner, Training Coordinator, E. WA. - N. ID. - Columbia Basin Carpenters-Millwrights-Piledrivers

**Question 1. Briefly describe your program or effort.**



Spokane Public Schools Pre-apprenticeship program has been designed and developed to provide opportunities for students, contractors, apprenticeships and the school district.

For **high school students**, pre-apprenticeship is a course of study in professional-technical programs related to the construction and building trades which, upon successful completion, provide students with advanced standing for a seamless entry into post-secondary apprenticeship training programs.

For **contractors and apprenticeships**, pre-apprenticeship is a recruiting tool for applicants into their respective apprenticeship programs. High School students learn about apprenticeships and experience them first hand by attending training activities while in the pre-apprenticeship program. These activities are a time when apprenticeship instructors and coordinators get a chance to know and evaluate the pre-apprentices.

For **The School District**, pre-apprenticeship provides interested and qualified students attending its schools with a pathway to jobs in the construction trades after graduating from its schools. The district desires to have qualified and recently graduated students from its schools employed on district construction projects as part of an approved apprenticeship training program.

**Question 2. What has facilitated program development and implementation? Describe barriers to program development and implementation.**

**The Inland Northwest Apprenticeship Coordinators Council** has been very instrumental in developing and promoting the idea of pre-apprenticeship. The council met regularly with **School District Administrators and Facilitators** to gain understanding and ultimately reach the agreements necessary to develop the program. **The Apprenticeship Utilization Agreement** was a marketable idea that school district, contractors and students could all buy into. Spokane Public Schools and The Spokane Skills Center have been instrumental by marketing the idea of apprenticeship to students and training them. Spokane Public Schools developed the pre-apprenticeship web page and made it interactive where students can access information and apply. The web page also allows apprenticeship groups and contractors to post opportunities for students to job shadow, attend apprenticeship classes and to have work experiences. **The Apprenticeship Preparation Articulation Agreement** set program standards for student entry requirements, student expectations while in the program and course work to be completed. **The Spokane School Board** facilitated the programs implementation by whole heartedly supporting the agreements and resolutions.

Some of the barriers we experienced were the lack of understanding apprenticeship, student liability while attending opportunities and excessive paper work for students, parents and contractors. High School requirements and schedules made it very hard for some students to attend opportunities. Lastly, this has been an unfunded effort for all those involved.

**Question 3. What evidence of effectiveness or measures of success?**

Last years pre-apprenticeship class had seventeen completers of which we were able to contact thirteen. Nine of the thirteen are currently in apprenticeships.

Last year eight apprenticeships scheduled and held opportunities for students to come to their facilities and participate in learning activities. Most of the apprenticeships offered multiple times to accommodate pre-apprenticeship student schedules. Altogether there were twenty-nine opportunities for varying numbers of students which totaled one hundred and fourteen individual student opportunities.

Four of the largest general contractors in the city of Spokane participated in job shadows and four students had paid work experiences while in the program. Any pre-apprenticeship student wanting a summer job was offered one.

**Question 4. What policies would you recommend to make the program more accessible and productive across the state?**

Apprenticeship Utilization Language can be adopted and direct entry for pre-apprentices into apprenticeships negotiated state wide.

We need to solve the issue of liability. Contractors are immediately skeptical and hesitate to become involved. Bouten Construction came up with a supplemental provision to hold the contractor harmless.

We need to make the paperwork manageable for all work based learning managers.

The pre-apprenticeship articulation agreement between participating apprenticeship programs, Spokane Public Schools and the Spokane Skills Center could be developed and used as a model for implementation.

**Question 5. Describe program costs and information about how the program is currently funded.**

Currently the program is being indirectly funded by the apprenticeship groups and contractors. Pre-apprenticeship students attend opportunities at apprenticeship sites and experiences at construction locations. The program utilizes apprenticeship facilities and instructors along with any materials needed. One future expense would be in the recruitment of students, contractors, companies and agencies to be involved in the program. Another expense would be to maintain consistent communication with all those involved and maintenance of the web site. Many non paid hours have been incurred creating and maintaining the program which in the future would need to be compensated to insure its continued success.

**AN INTEGRATED APPROACH TO LEARNING**Written by ED MADDEN Guest  
Columnist Vancouver Business Journal - Thursday, 11 August  
**2005***Apprenticeship closes the divide between on-the-job learning and academic training*

There is an implication in the marketplace that education obtained at a formal institution is superior to learning that occurs in the workplace. This myth results in two stereotypes: Conscientious and well taught students who achieve high status academic success opening the door to higher education and professional

careers, compared to those with low aspirations taking dead end jobs without long-term security or training.

This myth demeans the option of work-based learning. Developments in learning indicate that an integrated approach to on- and off-the-job training is effective and contributes significantly to development of superbly skilled and innovative employees.

In the public education industry, career and technical education has historically battled for equality of esteem with its academic sibling. The state concentrates its efforts on academic results despite continued calls for coordination of technical education and training. This bias leaves industry and commerce to bear the responsibility for improving technical performance. Yet the academic route continues to fail large numbers of young people who, by the time they reach the age of 16, may prefer to continue their learning on a work-based pathway. Those opportunities are rapidly diminishing today.

However, new technologies and the shift towards the global marketplace in the workplace require a more integrated approach to skills development. In addition, studies tell us that the most effective learning combines theory and practice, giving purpose to education.

I have heard from a variety of apprentices who said they never really understood mathematics until becoming an apprentice in an occupation where math was taught in a practical manner.

Registered apprenticeship has three broad and interrelated aspects. It operates in a contractual framework which governs the reciprocal rights and obligations between an employer and an employee/apprentice specified in a signed formal agreement; formal and informal on- and off-the-job learning experiences; and the cultural and social aspects of and being at work.

Apprenticeship is a model of a “dual education system” that combines training and employment and includes a focus on the relationship between work and learning that can ease and increase participation in a changing marketplace.

According to employers with successful apprenticeship programs, production for the company and specialized skills for the employee is best combined in an apprenticeship. The structured development of apprenticeship requires at least 144 clock hours for theoretical instruction for every 2,000 hours of practical on-the-job learning, but can expand to all of the “art and mysteries” of a trade. This prepares workers – based on industry-defined needs – for today’s high-tech, high-performance workplace with its demands for a blend of technological, information, interpersonal and lifelong learning skills.

Throughout the centuries, apprenticeship has always been a meaningful vehicle for the development and transfer of occupational skills, knowledge and understanding. Furthermore, apprenticeship is an international concept which provides a structure where people can learn and demonstrate their abilities and potential while at the same time discovering their identity.

The direct ties of apprenticeship to employment – the reason Labor and Industries is the apprenticeship registration agency – make it a natural element for an employer-focused job training and learning system.

### **SAFETY TRAINING CENTER GRAND OPENING**

Source: Alexander, Kim, SCCD

The grand opening of the Safety Training Center on July 30, 2005, was a huge success. Speakers at the event included Dr. Jill Wakefield, U.S. Congressman Jim McDermott, King County Executive Ron Sims, Mark McDermott from the Mayor's office, Senator Margarita Prentice, State Representative Phyllis Gutierrez-Kenny. Activities included an articulated man lift, catwalk, confined spaces, crane simulator, hearing test booth, safety demonstration vehicle, scissor lift, horizontal life lines, and self rescue. A barbeque for all took place after the formal program.

A broad-based coalition of labor, business and public entities are establishing this state-of-the-art center, which will be housed at South Seattle Community College, Duwamish Industrial Education Center. This location is ideal for addressing the safety needs of construction, transportation and manufacturing because the primary apprenticeship programs for these trades are located at or near the Duwamish. There is a high concentration of these businesses in the area, and a supportive institutional structure for building and maintaining this center.

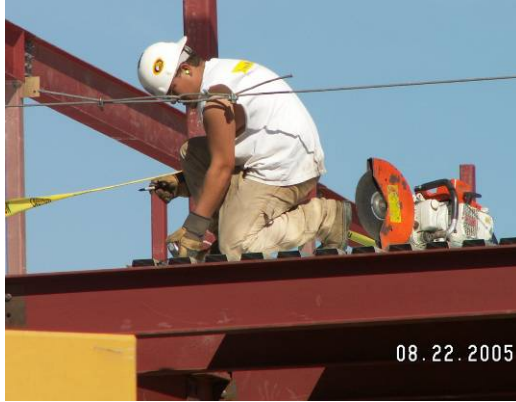
Coalition members and partners will benefit by pooling their resources into this centrally located facility. Together, the Coalition will have the latest equipment and "real life", hands-on training facilities, share the best curriculum, and develop a pool of instructors to meet the long and short term needs of industry. .

For more information on the Safety Training Institute, call 206-762-9286.

Source: Andy Phillipson

Jesse Champion and Eric Anthony (photo #119) are the school district #81 apprentices. James Beckley is also a Skill Center Graduate who is now an apprentice working on Lidgerwood school. Alexis Haas is a Helmets to Hard Hats apprentice.

Andy



James Beckley



Alexis Haas



Jesse Champion and Eric Anthony



Jesse Champion

### **Washington State Department of Labor and Industries/Classified Employees Joint Apprenticeship and Training Committee Graduates first group of Workers Compensation Adjudicator 2**

On July 8, 2005, L&I Claims training and the L&I Apprenticeship committee held a reception to recognize the accomplishments of the first Workers Compensation Adjudicator 2 (WCA2) Apprentice class to complete the apprenticeship program. Six apprentices received their WCA2 Journey level cards and certificates. This class began their program in August 2003.

The L&I WCA 2 apprenticeship program is an intense 22 month program that trains new Workers Compensation Adjudicators. There are currently about 60 apprentices at various stages in the program.

The Graduating apprentices included:

Robert E. Buchanan

Delvina M. Jackson  
Andra E. Parker  
Shelly A. Sargent  
Ivan L. Sinkler  
Julie A. Sturdivant

***Young Women Find the Door Wide Open to Many Male-dominated Occupations***

Source: Washington State Skills Centers - News Brief, Volume 6, Issue 2, October 3, 2005

Although we are finding more young women in our automotive, collision repair, welding and construction classes every year, they still represent less than 10% of the students enrolled in these traditionally male-dominated programs. Those who are up to the challenge will be found at the head of the class!

Our most recent example is one of eight students accepted into formal apprenticeship programs right out of a Skills Center class. Her name is Brittani Marcoe, and she is now an apprentice in the Seattle Boilermakers Union. This 18-year-old Skills Center welding student competed against 39 others for an apprenticeship in an occupation where the average worker is a 47-year-old man, and she finished in the top ten! The Seattle Boilermakers Union apprenticeship coordinator, Frank Gosser, tells us that in 23 years he has only known a handful of women working in his union. We hope that Brittani is showing the way for many more in the future.

Brittany expects to start out earning \$13.50 per hour, while she masters her welding skills by building ships in Seattle. The prevailing wage for a journeyman boilermaker here in Spokane is \$44.97 per hour, and she can become a journeyman in as little as three years. This represents a huge return on our investment in our State's education system and Skills Centers in particular. If you have ever wondered whether or not we can really make a difference for all kids, think about this young woman and know that she represents only one of hundreds of stories that come out of our Skills Centers each year.

**Washington Electrical Programs Compete In the Western States Electrical Contest**



Source: Randy Ambuehl, Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee



Six Washington State registered IBEW/NECA joint electrical apprenticeship programs entered their top completing apprentices as contestants in the 2005 Western States Electrical Contest, which was held on September 10, 2005 in Boise, Idaho.

The contestants were all recently completed Inside Wireman (Construction Electrician) apprentices. The 2005 Contest included 28 entrants from 27 different IBEW/NECA joint programs from Alaska, California, Colorado, Idaho, Nevada, Oregon, Utah and Washington.

Representing the Washington State registered programs were Ben Doyle of Tacoma from the SW Washington Electrical JATC, Greg Greiner of Yakima from the LU112/NECA Electrical JATC, John Kowalski of Snohomish from the NW Washington Electrical JATC, Kelly McEachern of Vashon Island from the Puget Sound Electrical JATC, Brian Stowers of Post Falls, ID from the Inland Empire Electrical Training Trust and Aaron Zachary of Molalla, OR from the NECA-IBEW Electrical Training Center.

The Contest, which was held at the Southwest Idaho Electrical JATC Training Center, consisted of various segments consisting of written examination and material identification, motor control drawing and hands on, residential hands on, 1/2" conduit and 3/4" conduit. Contest awards of 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> place for top overall scores were given, along with individual top score awards for each segment.

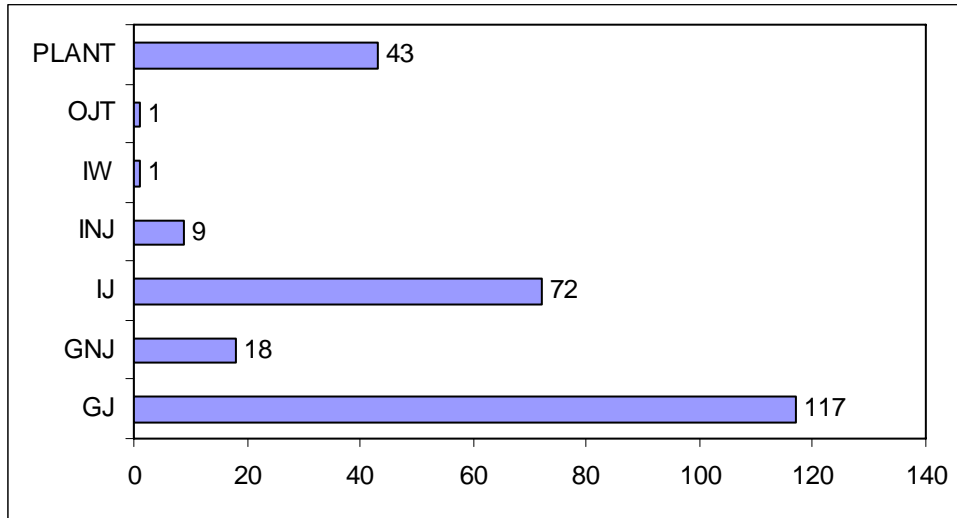
Aaron Zachary from the NECA-IBEW Electrical Training Center won the Contest with First Place of highest overall score. Ben Doyle from the SW Washington Electrical JATC placed number 1 in the residential portion. John Kowalski from the NW Washington Electrical JATC placed number 1 in the 3/4" conduit portion.

An awards banquet was held that evening where the top three finishers received commemorative wall clock plaques along with a monetary prize. All of the participants received a Milwaukee Cordless Drill Motor in a commemorative bag from Platt Electric Supply as well as a Certificate of Participation from the host JATC. On hand to congratulate the contestants were 9th District IBEW Vice President Mike Mowry and 8<sup>th</sup> District Vice President Ted Jensen.

The Contest originated in 1963 as a competition between the IBEW/NECA joint electrical programs in Oregon. In 1983 it was expanded to include the Northwest states of Alaska, Idaho, Oregon and Washington. In 1999 it was expanded to include all of the States of the Eighth and Ninth Districts of the IBEW. The 2006 Western States Electrical Contest will be hosted by the NECA-IBEW Electrical Training Center in Portland, Oregon on September 23.

# SUMMARY OF APPRENTICESHIP DATA

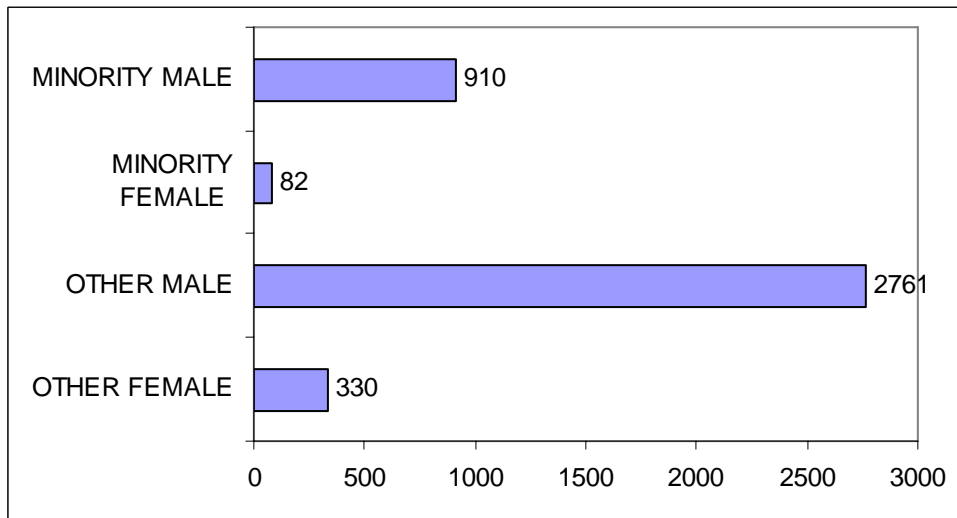
**Table 1. Number of Active Apprenticeship Programs in 2005**



**Note:** (OJT - On-The-Job Training; IW - Individual Waiver, INJ - Individual Non-Joint, IJ - Individual Joint, GNJ - Group Non-Joint, GJ - Group Joint)

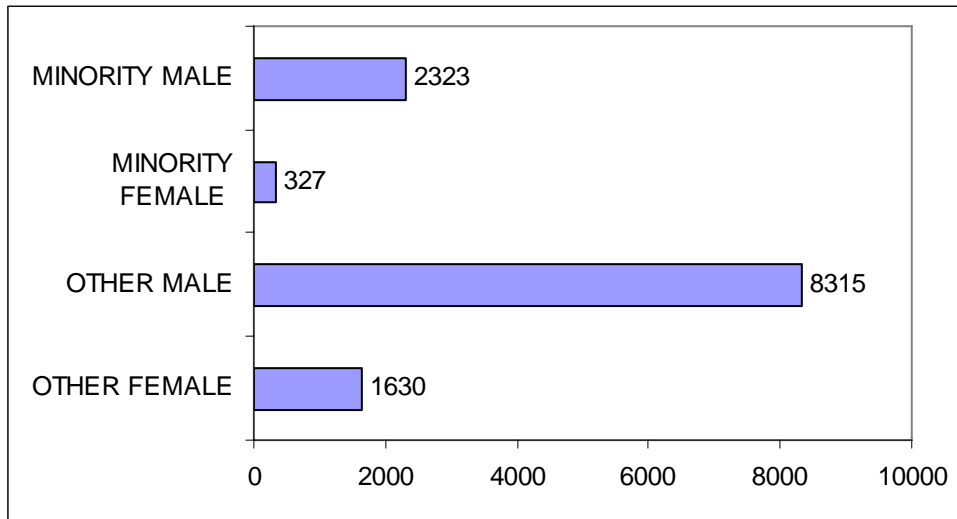
- A total of 261 programs were active in 2005
- 6 new committees were approved with 6 occupations
- 10 new programs were approved with 10 occupations
- 5 new trades were added to 5 existing programs

**Table 2. Apprentices Registered in 2005**



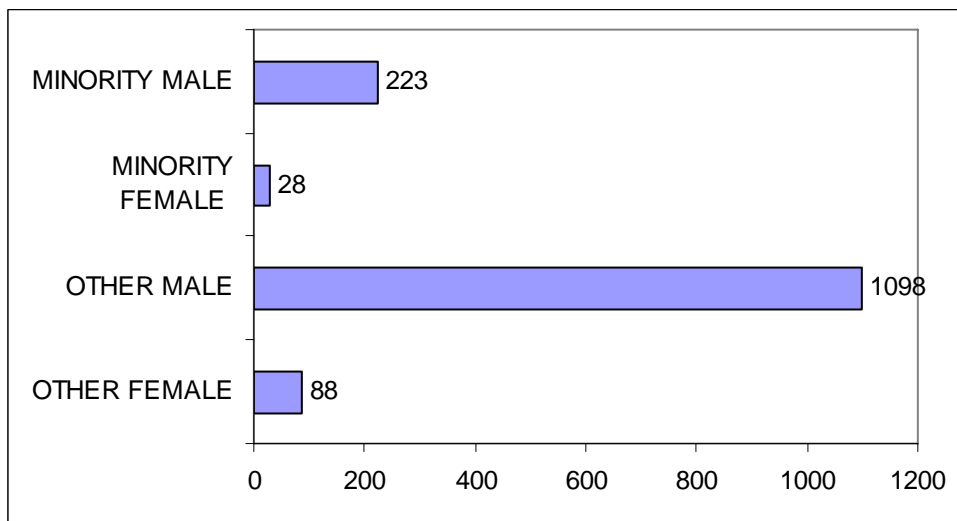
**Note:** A total of 4,083 individuals were registered in 2005

**Table 3. Active Apprentices in 2005**



**Note:** There were a total of 12,595 active apprentices in 2005

**Table 4. Apprentices Receiving Apprenticeship Completion Certificates in 2005**



**Note:** A total of 1,437 apprentices received apprenticeship completion certificates in 2005

# 2005 APPRENTICESHIP COMPLETIONS

## More Than 100 Completions

Construction Electrician	300
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## 50 to 99 Completions

Carpenter	91
Sheet Metal Worker	76
Ironworker	68
Laborer	67

## 25 to 49 Completions

Construction Lineman	49
Plumber	47
Construction Electrician (Inside Wireman)	47
Construction Equipment Operator	40
Sprinkler Fitter	38
Drywall System Installer/Residential Applicator	36
Facilities Custodial Service Technician	32
Elevator Constructor Mechanic	31

## 10 to 24 Completions

Brick Layer	24
Roofer	23
Steamfitter	23
Millwright	20
Meatcutter, Retail	20
Workers Compensation Adjudicator 2	20
Potable Water Supply & Service Worker	17
Painter and Decorator	15
Corrections Officer	15
Cement Mason	14
Sheet Metal Service Technician	13
Commercial Glazier	13
Low Energy/Sound & Communication Technician	13
Refrigeration Mechanic	12
Pointer/Cleaner/Caulker	11
Fire Fighter	11
Industrial Maintenance Mechanic	11
Residential Wireman	10
Asbestos Worker	10

## 5 to 9 Completions

Insulation Applicator	9
Tree Trimmer	9
Plasterer	9
Water Pipe Worker	9
Pipefitter	9
Instructional Assistant	8
Construction & Industrial Electrician	7
Boilermaker-Uptown/Shipyards	7
Lineworker	7
Environmental Control Systems Craft Worker	6
Drywall Finisher	6
Refrigeration Mechanic	6
Lineman	5
Teamster	5
Low Energy/Sound & Communications	5
Insulation Applicator	9

### **Under 5 Completions**

Housing Plumber	4
Acoustical Applicator	4
Heavy Duty Repair Mechanic	4
Health Unit Coordinator	4
Residential Sheet Metal Worker	3
Machinist	3
Child Care Assistant/Associate I	3
Traffic Control Painter	3
Tile/Terrazzo/Marble Finisher	3
Residential Glazier	3
Stationary Engineer	3
Cement Finishers	3
Marine Machinist	3
Boilermaker (Field Construction & Repair)	3
Industrial Maintenance Millwright	3
Industrial Electronic Maintenance Technician	3
Carpet, Linoleum & Soft Tile Layer	3
Meatcutter	3
Pipefitter	2
Carpenter, Piledriver	2
Residential Electrician	2
NC Spar Mill Operator	2
Residential Carpenter	2
Outdoor Light/Traffic Signal Installer	2
Educational Paraprofessional	2
Tilelayer	2
Utility Wireman	2



Wiremen	2
Automotive Machinist (Automotive Repair Shop)	2
Industrial Maintenance Electrician	2
Hoisting Engineer	2
Line Electrician	2
Library Technician	2
Automotive Technician (Auto Repair Shop)	2
Marine Sheet Metal Worker	1
Lather	1
Meterman	1
Heavy Duty Equipment Mechanic	1
Terrazzo Worker	1
Coach Heavy Duty Diesel Mechanic	1
Machinist (Aircraft Oriented)	1
Marble Setter	1
Instructional Aide	1
Sound Technician	1
Police Officer	1
Industrial Predictive/Preventive Mechanic	1
Machine Tool Maintenance Mechanic	1
Industrial Instrument Mechanic	1
Industrial Maintenance Electrician	1
Cellular Manufacturing Mach.	1
Auditor	1
Generation Wireman	1
Cosmetologist II	1
Limited Energy/Sound & Communication Tech	1
Coach Heavy Diesel Mechanic	1

## FOR MORE INFORMATION

**Apprenticeship Program**  
**Department of Labor and Industries**  
**PO Box 44530**  
**Olympia, WA 98504-4530**  
**Phone: 360-902-5320 Fax: 360-902-4248**  
**Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship>**

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